

INFORMATION BULLETIN

WORKFORCE INVESTMENT ACT

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TO: LOCAL WORKFORCE INVESTMENT BOARDS
CHIEF ELECTED OFFICIALS
CALIFORNIA WORKFORCE INVESTMENT BOARD STAFF
WID STAFF

SUBJECT: CONSULTATION PAPER ON WIA PERFORMANCE MEASURES

This Information Bulletin transmits a draft of the *State of California Consultation Paper on Workforce Investment Act (WIA) Performance Measures* for your review and comment.

The attached Consultation Paper was developed in collaboration with the California Office of Workforce Investment, the California Workforce Association, and federal, state and local workforce investment partners who served on a Technical Workgroup formed by the State to provide assistance in establishing performance goals for the first three years of WIA implementation. The Paper provides an overview of the WIA performance requirements and the process that was used by the Workgroup to recommend State performance levels on 17 required core measures. Local area performance levels corresponding to the recommended State performance levels on each measure are also included.

A copy of the Consultation Paper is also being sent to Chief Elected Officials (CEO) in each local area to notify them of the WIA performance requirements and the proposed performance goals. The CEOs will be asked to represent or to appoint a designee to represent their local area at one of several regional meetings that will be held in various locations throughout the State during May and June 2000 to solicit input on the proposed performance goals. The CEOs and their designees will be notified of the time, date and location of the regional meetings as soon as the arrangements have been confirmed. The State will consider the input received at these meetings, along with other comments received during the 30-day public comment period, in finalizing the performance goals for inclusion in the State Plan by July 1, 2000.

A copy of the Consultation Paper is posted on our Web site at <http://www.edd.ca.gov/emptran.htm> and linked to the California Office of Workforce Investment Web site at <http://www.calwia.org>. Comments must be submitted no later than June 18, 2000. Comments may be submitted by mail, fax, or electronic mail as follows:

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Please share this Information Bulletin and the attached Consultation Paper with your local workforce investment partners and your local area staff, as appropriate. Questions concerning the State and local performance goals and/or the negotiation process may be directed to Elizabeth Clingman, Manager, Service Delivery Area Support Section, at (916) 654-9699. All other questions should be directed to your assigned program manager.

/S/ BILL BURKE
Chief

Attachment

STATE OF CALIFORNIA CONSULTATION PAPER ON WORKFORCE INVESTMENT ACT PERFORMANCE MEASURES

I. INTRODUCTION

The Workforce Investment Act (WIA) of 1998 requires states to establish performance measures in conjunction with local chief elected officials (LCEO), local workforce investment boards (LWIB), and the Department of Labor (DOL). The purposes of this consultation paper are to: 1) convey proposed performance levels for the state of California and its local workforce investment areas (LWIA), the process used to derive them; and the reasoning behind them, and 2) to stimulate comment on the proposed levels from all stakeholders in the process, including the:

- California Workforce Investment Board (CWIB)
- LCEOs
- LWIBs
- Public
- State and local WIA partners
- DOL

II. BACKGROUND

The WIA, Public Law 105-220, was passed by Congress and signed into law by the President on August 7, 1998. State and local programs funded under the WIA must implement the new legislation no later than July 1, 2000.

The WIA reforms federal job training programs and creates a new, comprehensive workforce investment system. The reformed system is intended to be customer-focused, help Americans access the tools they need to manage their careers through information and high quality services, and help United States companies find skilled workers.

One of the fundamental principles of WIA is increased accountability. Programs funded under this legislation should increase employment, retention in employment, and the earnings of program participants; in doing so, it would improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency. To monitor these results, WIA identifies core indicators of performance that state and local entities managing the workforce investment system must report for programs funded under WIA Title I, Subtitle B. States must meet agreed upon performance levels associated with these indicators or suffer sanctions. State and local entities exceeding the performance levels may receive incentive funds.

The “Federal Incentives and Sanctions Policies” (*Attachment 1*) apply only to state grantees. The Governor, with advice from the CWIB, will establish state policy for substate incentives and sanctions. At this time, these California-specific policies have not been developed.

While the law specifies 15 core performance measures and two customer satisfaction measures, it leaves it to the states and local areas, in collaboration with DOL, to determine appropriate target levels for each. The State, in consultation with LCEOs and LWIBs, must establish state target levels for each of the measures for each of the first three years of WIA implementation. It is expected that the levels set for years two and three demonstrate a commitment to continuous improvement. The performance targets must be incorporated into the State Workforce Investment Plan and approved by DOL no later than July 1, 2000. The DOL may approve the submitted performance targets or negotiate different levels with the State.

The LWIBs will be subject to the same 17 performance indicators that the State is required to address. Area-specific performance goals will be set by the State in consultation with local officials. These local goals will be based on the overall state goals, past local performance, and data on local program design. The process for developing local goals will be discussed in more detail later on in this paper.

The WIA allows states to impose additional performance measures. At this time, California is not proposing any additional measures. The LWIBs may specify supplemental performance measurements for their area.

III. REQUIRED PERFORMANCE MEASURES

The 15 core indicators are comprised of four measures applied separately to three population categories—adults, dislocated workers, and older youth—and three additional measures for youth under 19 years of age. In addition to the core measures, there are two customer satisfaction measures—one for participants and one for employers.

The table on the next page illustrates the core measures to be reported and the population to which they apply and it includes a general description of each measure. Detailed descriptions and the specific formulas, developed by the DOL for calculating each measure, are included in *Attachment 2*, “Workforce Investment Act (WIA) Core Performance Measures.”

CORE PERFORMANCE MEASURE	ADULTS	DISLOCATED WORKERS	YOUTH 19-22	YOUTH 14-18
Entered Employment Rate measures the degree to which participants are getting jobs.	X	X	X	
Employment Retention Rate indicates whether participants who find employment stay employed.	X	X	X	
Earnings Change in Six Months compares earnings of individuals before and after program participation.	X	X	X	
Employment and Credential Rate measures the extent to which participants is attaining recognized education and skill credentials.	X	X	X	
Skill Attainment Rate indicates degree to which participants are attaining basic, work readiness, and/or occupational skills.				X
Diploma or Equivalent Attainment Rate indicates participants' educational progress.				X
Retention Rate indicates whether youth are employed or in education and/or training after participation.				X
Customer Satisfaction is to be measured through state and local surveys. The surveys are to include, at a minimum, the three questions included in the American Customer Satisfaction Index (ACSI) developed by the University of Michigan. These questions address overall satisfaction with service, the degree to which services met expectations, and the extent to which services were consistent with the respondents' definition of "ideal" services.	X	X	X	X

IV. PROCESS FOR DEVELOPING PERFORMANCE LEVELS

A primary data source mandated in the WIA for nine of the measures are the employment and wage data reported by employers under the Unemployment Insurance (UI) Program (referred to as the Base Wage File). These data allow for identification of participants' employment status and wages earned. Other important data include participant and performance information from programs operated under the Job Training Partnership Act (JTPA), the predecessor to Title I of the WIA, and comparative data from other states.

To assist LWIBs in estimating performance levels under the WIA, state staff matched data on participants terminated from local JTPA programs in Program Year (PY) 1997/1998 against the base wage file to calculate performance on each of the WIA measures. These data were distributed to each local area in November 1999 and presented to local workforce area administrators at their December 1999 quarterly meeting. Following this effort, DOL issued changes to the formulas used to calculate the WIA performance measures. State staff updated the original estimated performance levels for PY 97/98 to reflect the changes made by DOL in January 2000. In addition, staff used JTPA data for PY 1996/1997 and the first six months of PY 1998/1999 to calculate WIA performance using the updated formulas. Where these data did not exist or were not all that was needed for the calculation, staff compiled other data that might provide some basis for estimating the likely outcomes under WIA. These included JTPA defined performance outcomes, other states' proposed performance levels, and federal goals required under the Government Performance and Results Act (GPRA). One problematic area, in California and other states, is finding data related to educational and credential attainment. California has no statewide system in place to collect these data.

In March 2000, the DOL issued Training and Employment Guidance Letters (TEGL) 7-99 and 8-99 requiring states to calculate WIA performance outcomes using data on JTPA trainees from October 1, 1997, to September 30, 1998. The DOL has identified this time frame as the baseline period. All states are required to submit their state baseline data to DOL to support their proposed performance goals. In addition, DOL used data from the seven earliest implementing states to calculate national baseline data for this same time frame. The DOL will use the projected averages calculated from the national baseline data along with the baseline data submitted by states to evaluate the appropriateness of performance levels proposed by each state for the first three years of the new program.

Performance levels that do not appear to be supported by the State's baseline estimates or the national baseline estimates will be the subject of negotiations with the DOL. Baseline data for California and the national baseline data are highlighted in *Attachment 3*, along with the other historical data that were used to estimate WIA performance levels.

In January 2000, the Employment Development Department, in conjunction with the California Office of Workforce Investment and the California Workforce Association, formed a Performance Measures Technical Workgroup (*Attachment 4*) to assist the State in developing state-level performance targets based on the historical data estimates

presented in *Attachment 3*. The Workgroup was comprised of representatives of federal, State, and local workforce programs. The Workgroup reviewed the available data and developed the proposed levels described later in this paper, along with the rationale behind each.

The next step in the process is presenting the proposed levels for public review and comment; this paper initiates that process. As part of this step, the State will conduct regional meetings with LCEOs and LWIBs, to solicit additional local input on the goals. The review and consultation process is scheduled to occur during May and June 2000.

Once local input has been received, the State will revise, as appropriate, the State and local performance goals and submit them to the DOL for approval. While the submitted performance goals cover the first three years of WIA implementation, the DOL has indicated that they expect to renegotiate years two and three once states and local areas have more experience with the new program.

V. IMPORTANT CONSIDERATIONS IN SETTING STATEWIDE PERFORMANCE GOALS

The Technical Workgroup met for the first time in February 2000 to begin the process of establishing performance goals for each of the WIA measures. During initial discussions, the members agreed on several factors that should be considered in setting the goals for each measure. These include:

1. Does the performance level seem to demonstrate a reasonable return on the investment in services to clients and promote continuous improvement?
2. Is the goal attainable, allowing the State to avoid the risk of sanction and possibly receive an incentive award?
3. How will the changing program design under WIA initially affect program performance?

While the Workgroup recognized that data are not currently available to quantify the return on investment, everyone agreed that performance goals should be set at reasonable levels that seem intuitively worth the time and effort required to achieve them. Similarly, the Workgroup agreed that setting goals at levels that are realistic and attainable would be the best way to promote continuous improvement. Programs that are determined to be successful during the initial implementation year would have the confidence to set higher performance targets for subsequent years of operation.

Setting achievable goals was also considered important by the Workgroup to avoid the potential risk of sanctions. The federal incentives and sanctions policies issued by DOL in TEGL 8-99, allow states to apply for an incentive award if they: 1) achieve a cumulative score of 100 percent, calculated as an average of the levels achieved on each measure in a given program area and the customer satisfaction measures; and 2) do not fall below 80 percent of the negotiated level on any of the 17 performance measures. Incentive awards range from \$750,000 to a maximum of \$3,000,000; conversely, states may be sanctioned

if they fall below 80 percent of any one of the 17 performance measures for two consecutive years. Sanctions include a reduction of one to five percent of the state's workforce investment grant. One percent of California's grant is approximately \$6,000,000. Given the difference in these monetary amounts, the Workgroup agreed that minimizing the risk of sanctions was more important than striving for an incentive award.

In evaluating the use of JTPA data to estimate WIA performance outcomes, the Workgroup identified some basic differences in program design that are likely to have an impact on the actual performance outcomes achieved under the WIA. The JTPA provided a limited access system with an emphasis on long-term, high quality training to assist participants in achieving the ultimate goal of employment. The WIA requires a universal access one-stop system with tiered services and a work-first approach. The new program design will require greater emphasis on post employment services and upgrade training to assure self-sufficiency. New program services will be required to assist participants in retaining employment and increasing their earnings. These system changes will require staff training and development, as well as new local partnerships and closer relationships with program participants and employers. These factors are likely to result in an initial decline in performance levels.

In the first year of the program, this concern is mitigated to some degree, because performance on nine of the core measures will be evaluated based on three quarters of operation under JTPA and only one quarter of operation under WIA (i.e., October 1, 1999, through September 30, 2000). However, the transition of program operations from JTPA to WIA will temporarily reduce program focus and productivity. If local workforce staff experience a productivity drop of 20 percent in the first quarter under WIA, the effect would be to reduce the annual outcome figure by five percent. In view of the workload associated with the close out of the JTPA program and the aspects of the WIA program that may be unfamiliar to many veteran JTPA staff, it may not be appropriate to assume that performance levels estimated from prior year JTPA data can be replicated during the first year of WIA implementation.

These considerations were used by the Workgroup to guide their decisions on performance levels for each of the WIA measures. Following is a discussion of the State's proposed performance goals for the first three years of the program. Generally, the goals are organized by program area; however, the credential attainment rate is discussed separately because of special data issues with that measure that cross program lines.

VI. PROPOSED STATEWIDE PERFORMANCE LEVELS

Adult and Dislocated Worker Programs - The recommended performance targets for the Adult and Dislocated Worker Programs are based on the following assumptions:

- A change in customer mix and some shift in customers between programs are likely to decrease initial program performance under WIA, compared to JTPA. Long term unemployed individuals traditionally served under the JTPA Dislocated Worker Program will be served in the WIA Adult Program. Over 40 percent of JTPA dislocated workers were long-term unemployed in the years used as baseline and these clients are typically harder-to-serve (for PY 97/98 the entered employment rate for long term unemployed is 56.8 percent compared to 76.8 percent for all dislocated workers). In addition, clients served with Governor's Discretionary Funds will now be counted for performance. These funds are often spent on pilot programs that by definition are "tests" with uncertain results.
- If LWIAs continue to serve a high percentage of long-term unemployed, earnings gains may be higher because they are derived off a zero-base.
- Placement in occupations not covered by UI wage records (such as self-employed independent contractors) may be more likely than under JTPA. As the economy continues to expand and the labor markets continue to tighten, LWIBs may focus on entrepreneurial skills to a greater extent. This should not affect the entered employment and retention measures because the states may provide supplemental data. However, states will not be allowed to supplement base-wage findings for the earnings measures.
- Since suitability/eligibility for training is no longer based on strict eligibility criteria but rather on locally established service priorities, it is unclear whether the client characteristics will mirror those under JTPA.
- Historically, and based on recent May 1999 analysis of the preliminary WIA measures done by the DOL contractor, Social Policy Research Associates (SPR), California has performed below the national average on the Adult and Dislocated Worker Program measures.
- Where data are available, California's first-year goals are compared to the first-year goals for Florida and Texas, the two large states for which DOL has provided comparable data. Based on the analysis done by SPR and referenced above, initially, California would be expected to under perform these states.

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
#1 Adult Entered Employment Rate Historical data presented in <i>Attachment 3</i> show that the estimated outcomes for this measure remained relatively stable at 70.1 percent in PY 96/97, 70.3 percent in 1997/98 and 69.5 percent for the first six months of 1998/99. The baseline period required by DOL (October 1, 1997, to September 30, 1998) shows 70.1 percent. However, some of the State's larger areas experienced a decline in performance on this measure. California's first-year goal compares favorably to the levels set by the larger states used by DOL in calculating the national baseline target levels-Texas and Florida first-year goals are 65.7 percent and 64.3 percent, respectively.	66%	70%	71%
#2 Adult Employment Retention Rate Historical data estimates for this measure range from 81.8 percent in PY 96/97 to 78.7 percent for the DOL required baseline period (October 1, 1997, to September 30, 1998). It is anticipated that the inclusion of many of the long-term unemployed participants in the Adult program under WIA will result in a decline in performance on this measure. The proposed first-year goal, although lower than these figures, is equal to the DOL GPRA goal for this measure. Second and third year goals reflect a moderate increase in performance. The Texas and Florida first-year goals are 83.3 percent and 78.1 percent, respectively.	76%	78%	80%

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
<p>#3 Adult Earnings Gain</p> <p>Estimated outcomes based on historical data for this measure vary widely across PYs and across the State. The estimated earnings gain of \$3808 in PY 96/97 spiked to \$5588 in PY 97/98 and then declined to \$3956 for the first six months of PY 98/99. Although the average earnings gain is \$5180 for the DOL required baseline period (October 1, 1997, to September 30, 1998) the earnings gain for the surrounding PYs were below \$4000. California's first-year goal exceeds the DOL national baseline projected average of \$3700 and is higher than the DOL GPRA goal of \$3600 for this measure. Texas and Florida first-year goals are \$3848 and \$3755, respectively. California's second and third year goals show a modest increase of about 2.5 percent per year.</p>	\$3900	\$4000	\$4100
<p>#4 Dislocated Worker Entered Employment Rate</p> <p>The estimated performance level for this measure has been consistent at 76.9 percent for the last two complete PYs and for the DOL baseline period (October 1, 1997, to September 30, 1998). California proposes no change in this goal for the first year of implementation and only small increases in years two and three. The Texas and Florida first-year goals are 73.5 percent and 60 percent, respectively. The GPRA goal for this measure is 76 percent.</p>	77%	78%	79%

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
<p>#5 Dislocated Worker Employment Retention Rate</p> <p>Historical data used to estimate outcomes on this measure show a steady decline from 89.1 percent in PY 96/97 to 86.2 percent for the first six months of PY 98/99. The figure for the DOL required baseline period (October 1, 1997, to September 30, 1998) is 86.9 percent. California's proposed levels are consistent with the national baseline figure of 85 percent and higher than the GPRA goal of 81 percent. The Texas and Florida first-year goals are 87.8 percent and 75 percent, respectively.</p>	85%	87%	88%
<p>#6 Dislocated Worker Earnings Replacement Rate</p> <p>Historical data used to estimate outcomes on this measure show variable results. The 93.9 percent shown for PY96/97 increased to 96.6 percent in PY 97/98 and declined to 91.3 percent for the first six months of PY 98/99. The 95.3 percent estimated for the DOL baseline time frame (October 1, 1997, to September 30, 1998,) may be artificially inflated by the high percentage of long-term unemployed served in the JTPA Title III program. In addition, 95 percent of the local areas perform within a range of 67 percent to 114 percent on this measure indicating a high degree of unpredictability. California expects that continuing consolidations in high-wage industries, such as financial services, may place downward pressure on future earnings replacement rates. Texas and Florida first-year goals are 95.5 percent and 86 percent, respectively.</p>	89%	90%	92%

Youth Programs - The Youth program design is decidedly different under the WIA compared to the JTPA. The emphasis is on longer-term intervention, continuous learning, and support leading to higher rates of high school graduation and retention in employment or higher education (vocational, military service, or college). The WIA has no specific summer funding stream and outcomes for all clients will be included in the performance measures. Also, under the JTPA, 50 percent of youth served must be out-of-school youth, but the definition of out-of-school youth includes students attending alternative schools. Under the WIA, 30 percent of youth funds must be spent on out-of-school youth but the definition of out-of-school no longer includes students in alternative schools. These changes will challenge staff to reach out to high-risk youth and develop new innovative strategies to retain clients in the system. However, these significant changes make it difficult to anticipate levels of program performance.

It should also be noted that because there is no statewide system for monitoring K-12 education outcomes in California, there is limited data currently available on some of the measures. In addition, the Youth measures will generally be self-reported and are defined quite differently under the JTPA compared to WIA. The State will be working closely with the LWIAs during the first year of the WIA implementation to assure that we develop a quality measurement system to evaluate performance in this area.

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
<p>#7 Older Youth Entered Employment Rate</p> <p>Historical data shown in <i>Attachment 3</i> indicates a steady increase in the estimated outcome for this measure, from 63.2 percent in PY 96/97 to 66.8 percent in PY 97/98 and 71.1 percent for the first six months of PY 98/99. The level for the DOL required baseline period (October 1, 1997, to September 30, 1998) is 67.8 percent. The national baseline data for the early implementing states shows an estimated outcome of 63 percent. The Texas and Florida first-year goals are 61.6 percent and 65.6 percent, respectively. Because of the radical changes in the youth program design under the WIA, California is proposing initial goals at the mid-range of our experience.</p>	65%	66%	68%
<p>#8 Older Youth Employment Retention Rate</p> <p>Estimated outcomes on this measure show a decline from 78.3 percent in PY 96/97 to 75.3 percent in PY 97/98. Data for the first six months of PY 98/99 show an increase to 78.7 percent, with an average of 76.1 percent for the DOL required baseline period (October 1, 1997, to September 30, 1998). California is proposing a first-year goal at the low end of the range but striving to reach a much higher performance level by the end of the third program year. The national baseline average on this measure is 77 percent. The first-year goals for Texas and Florida are 79.9 percent and 75 percent, respectively.</p>	75%	77%	79%

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
<p>#9 Older Youth Earnings Gain</p> <p>Historical data for this measure show estimated outcomes ranging from \$2955 in PY 96/97 to \$4389 in PY 97/98 and \$3214 for the first six months of PY 98/99. The estimated outcome for the DOL required baseline period (October 1, 1997, to September 30, 1998) is \$4095. The estimates for this measure demonstrate a similar degree of variability to that found in the Adult Earnings Gain estimates. The proposed goals are parallel to the comparable Adult Program goal; starting with a level at the lower end of experience and projecting an increase of about 2.5 percent per year. The Texas and Florida first-year goals are \$3377 and \$3452, respectively. California's first-year goal exceeds the national baseline average of \$3150 for the seven early implementing states.</p>	\$3200	\$3280	\$3400
<p>#10 Younger Youth Skill Attainment Rate</p> <p>Historical data for this measure show estimated outcomes ranging from 85.3 percent in PY 96/97 to 88.3 percent in PY 97/98. Performance declined to 82.3 percent in the first six months of PY 98/99. The average estimated for the DOL required baseline period (October 1, 1997, to September 30, 1998,) is 86.8 percent. Due to the increased focus on out-of-school youth and the requirement to include all youth in performance measures under WIA, the Technical Workgroup felt that the first-year goal should be set at the low end of our experience. Nevertheless, the first-year goal exceeds the national baseline average of 72 percent with modest increases for years two and three. Florida's first-year goal for this measure is 65.6 percent. No data are available for Texas.</p>	82%	83%	84%

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
<p>#11 Younger Youth Diploma or Equivalent Rate</p> <p>Historical data used to estimate performance levels on this measure included younger youth who did not have a diploma or equivalent at the time of registration and who attained a “completed major level of education” outcome upon their termination from the JTPA program. The outcomes estimated with the limited data available from the JTPA program show 8.2 percent in PY 96/97, 15.4 percent in PY 97/98, and 2.4 percent for the first six months of PY 98/99. Although the estimated outcome for the DOL required baseline period (October 1, 1997, to September 30, 1998,) is only 12.2 percent, the Technical Workgroup was not willing to set a goal below the level of 45 percent, given the importance of continuing education for youth. The Texas and Florida first-year goals are 30 percent and 20 percent, respectively.</p>	45%	50%	55%
<p>#12 Younger Youth Retention Rate</p> <p>Historical data used to estimate outcomes on this measure included all younger youth who enter non-Title II training and/or who were determined to be employed in the third quarter following their exit from the JTPA program. Outcomes estimated using these data show 57.6 percent in PY 1996/97, 59.2 percent in PY 1997/98, 56 percent in the first six months of PY 1998/99, and an average of 58.4 percent for the DOL required baseline period (October 1, 1997, to September 30, 1998). California is proposing to reach the current DOL GPRA goal of 50 percent during the first-year. Florida’s first-year goal for this measure is 5 percent. No data are available for Texas.</p>	50%	52%	54%

Credential Attainment for Adults, Dislocated Workers and Youth – The DOL defines the term “credential” as “a nationally recognized degree or certificate or a state-locally recognized credential. Credentials include, but are not limited to, a high school diploma, GED or other recognized equivalents, post-secondary degrees/certificates, recognized skill standards, and licensure or industry-recognized certificates”. California has no historical data on which to base this measure. Because of the particularly serious data void in this area, California is currently doing a separate survey of the local areas to obtain input on local definitions of this measure, recommended performance levels and potential data sources.

In the interim, California is proposing to use the DOL baseline averages derived from the seven early implementing states. These rates simply assume that, in the case of Adults and Dislocated Workers, 60 percent of those program participants employed after exit will have obtained a credential by the third quarter following their exit from the program. The DOL has assumed that this will also be true for 50 percent of the participants that exit the Older Youth Program.

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
#13 Adult Employment and Credential Attainment Rate	60%	60%	60%
#14 Dislocated Worker Employment and Credential Attainment Rate	60%	60%	60%
#15 Older Youth Employment and Credential Attainment Rate	50%	50%	50%

Customer Satisfaction—Attachment 2 provides a description of the American Customer Satisfaction Index (ACSI) that DOL is requiring states to use to measure participant and employer satisfaction under the WIA. Customer satisfaction must be measured based on a sample of all clients receiving services under the WIA, Title I, Subtitle B. The table below displays California’s proposed goals for each of these measures for the first three years of the WIA.

MEASURE AND EXPLANATION	PERFORMANCE GOALS		
	YEAR 1	YEAR 2	YEAR 3
#16 Participant Customer Satisfaction Rate	66	67	68
#17 Employer Customer Satisfaction Rate	64	65	66

Although a number of the local areas in the State have been monitoring participant and employer satisfaction with their employment and training services for quite some time, California has no statewide or local-level experience with the ACSI being applied for the WIA. In an effort to develop some baseline data, California participated in a study, sponsored by the DOL, to pilot test the ACSI with past customers of our employment and training system. That study generated an “unweighted” participant customer satisfaction score of 73.4 and an “unweighted” employer satisfaction score of 62.3. However, California is not recommending using these scores as a baseline or first-year level under the WIA for the following reasons:

- The ACSI score should be computed based a weighted relationship between the scores on each of the three questions in the measure. California’s results from the pilot study are unweighted because the DOL has not yet provided the applicable weights. Without these weights, it is impossible to correctly calculate California results from the pilot study.
- Nationally, the DOL indicates that the participant ACSI score should be about 68 and the corresponding employer ACSI should be about 66. We understand that these scores have been properly weighted.
- There has been a change in the phrasing of one of the questions since the pilot study was completed and this change should have a downward effect on the satisfaction score. Originally, the scale for the third question in the index defined the extremes on each end of the scale as *met none of your expectations* and *met all of your expectations*. This description is changed to *falls short of your expectations* and *exceeds your expectations*. It is anticipated that this change should lower the results on this question and lower the overall ACSI score by 2 or 3 points.
- This study was done as an afterthought. Consequently, there was, in most cases, a significant lag between when a participant or employer received services and when the satisfaction survey was administered. This resulted in a very low response rate (less than one-third). Also, there was a large variance in the data.
- It would be reasonable to expect that customer satisfaction will decline slightly during initial implementation of the WIA program. Transition generally results in some confusion that, unfortunately, may negatively affect services. In addition, the changing service model will require extensive staff training to achieve maximum results for the customer.

It is important to note in evaluating the reasonableness of the proposed customer satisfaction goals, that the ACSI is an index and cannot be interpreted like a percent. These scores are not comparable to the education experience where a score between 60 and 70 meant an individual was barely passing. In fact, research with the ACSI indicates that a score above 63 reflects above average performance.

VII. PROPOSED LOCAL PERFORMANCE LEVELS

The LWIA goals necessary to support the proposed State goals are provided in *Attachment 5*. The proposed local performance levels were calculated as follows:

- For measures where baselines could be calculated based on UI wage and employment records or JTPA administrative records, the local area figures are proportionately adjusted using the ratio of the statewide goal to statewide baseline. These measures include: entered employment, employment retention, and earnings gain/replacement for adults, dislocated workers and older youth, and retention rate, skills attainment, and diploma/equivalent for younger youth.
- For the first year of implementation, all LWIAs will be expected to meet the State goals for credential attainment. Because a LWIA's performance level for this goal is strongly influenced by the local labor market, particularly the degree to which demand occupations are tied to professional/skill credentials, the State will be working with LWIAs to better define the local-level expectations for years two and three. The State will issue guidance regarding initial measurement and reporting for this goal, after tabulation of the local area survey on credential attainment and the completion of the comment period for this paper.
- Each local area will be required to meet the state-level customer satisfaction goals (for participants and employers). The State is currently developing a survey method for measurement of customer satisfaction.

FEDERAL INCENTIVES AND SANCTIONS POLICY

The federal incentives and sanctions policy is contained in Training and Employment Guidance Letter (TEGL) 8-99, *Negotiating Performance Goals; and Incentives and Sanctions Process under Title I of the Workforce Investment Act (WIA)*, issued by the Department of Labor (DOL) on March 3, 2000. The following is an excerpt from TEGL 8-99.

“Under 20 CFR 666.200, a state is eligible to apply for an incentive grant if its performance for the immediately preceding year exceeds:

- The state’s negotiated levels of performance for the following areas: adult measures, dislocated worker measures, youth measures, and customer satisfaction measures for WIA Title I;
- The negotiated levels of performance included in plans submitted to the Department of Education for Title II Adult Education and Literacy programs; and,
- The negotiated levels of performance under *Title I of the Carl D. Perkins Vocational and Technical Education Act.*”

This guidance addresses the initial requirements for a state to be eligible for the WIA Title I incentive grant awards. Additional guidance will be provided at a future date about the relationship between DOL and the Department of Education in the incentive process, as well as a detailed description of the incentive award application process.

To be eligible to apply for an incentive grant, a state must meet two criteria:

1. Calculated as an average of the performance levels achieved on each measure in a program area, a state must achieve at least a 100 percent program area score for each area and for the customer satisfaction measures; and,
2. A state must not have any of their 17 measures fall below 80 percent of their negotiated performance level.

Incentive awards will range from \$750,000 to \$3,000,000 with a proportionate reduction in minimum and maximum when total available funds are insufficient.

A state may be subject to sanctions, if it falls below the lower acceptable limit of 80 percent of the established state negotiated level on any of the 17 performance measures. The first year a state experiences unacceptable performance, the Employment and Training Administration will make technical assistance available upon request. One approach to this technical assistance may be helping the state to develop a performance improvement plan. If performance is unacceptable for two consecutive years on the same performance indicator, monetary sanctions may be imposed.

Sanctions will be determined on a case by case basis, and may range from one percent up to a maximum of five-percent reduction in the state's grant.

WORKFORCE INVESTMENT ACT (WIA) CORE PERFORMANCE MEASURES

ADULT PROGRAM

Adult Entered Employment Rate—*Of those who are not employed at registration-* Number of adults who have entered employment by the first quarter after exit, divided by the number of adults who exit during the quarter.

Adult Employment Retention Rate at Six Months—Number of adults employed in the first quarter after exit **and** also is employed in the third quarter after exit, divided by the number of adults who are employed in the first quarter after exit.

Adult Average Earnings Change in Six Months—*Of those employed in first quarter after exit* – Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus Pre-program earnings (total earnings in quarter 2 + quarter 3 prior to registration), divided by the number of adults who exited during the quarter.

Adult Employment and Credential Rate—*Of adults who received training services (regardless of completion status)* - Number of adults who were employed in the first quarter after exit **and** received a credential by the end of the third quarter after exit, divided by the number of adults who exited services during the quarter.

DISLOCATED WORKER PROGRAM

Dislocated Worker Entered Employment Rate—Number of dislocated workers who have entered employment by the first quarter after exit, divided by the number of dislocated workers who exit during the quarter.

Dislocated Worker Employment Retention Rate at Six Months —Number of dislocated workers who are employed in the first quarter after exit **and** also are employed in the third quarter after exit, divided by the number of dislocated workers who are employed in the first quarter after exit.

Dislocated Worker Earnings Replacement Rate in Six Months—*Of those employed in the first quarter after exit* – Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by the Pre-dislocation earnings (earnings in quarter 2 + quarter 3 prior to dislocation date) for dislocated workers who were employed in the first quarter after exit. (If no date of dislocation date, use quarters 2 + 3 prior to registration.)

Dislocated Worker Employment and Credential Rate—*Of dislocated workers who received training services (regardless of completion status)* - Number of dislocated

workers who were employed in the first quarter after exit *and* received a credential by the end of the third quarter after exit, divided by the number of dislocated workers who exited services during the quarter.

OLDER YOUTH (19-21) PROGRAM

Older Youth (19-21) Entered Employment Rate—*Of those who are not employed at registration and who do not move on to post-secondary education or advanced training-* Number of older youth who entered employment in the first quarter after exit, divided by the number of older youth who exit during the quarter.

Older Youth (19-21) Employment Retention Rate at Six Months—*Of those who do not move on to post-secondary education or advanced training -* Number of older youth employed in the first quarter after exit and who are *also* employed in third quarter after exit, divided by the number of older youth employed in first quarter after exit.

Older Youth (19-21) Average Earnings Change in Six Months—*Of those who are employed in the first quarter after exit and who do not move on to post-secondary education or advanced training -* Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus Pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration), divided by the number of older youth who exit during the quarter.

Older Youth (19-21) Credential Rate—Number of older youth who are in employment, post-secondary education **or** advanced training by the end of the first quarter after exit **and** received a credential by the end of the third quarter after exit, divided by the number of older youth who exited during the quarter.

YOUNGER YOUTH (14-18) PROGRAM

Younger Youth (14-18) Skill Attainment Rate—*All in-school youth and appropriately assessed out-of-school youth who need basic skills, work readiness or occupational skills-* Total number of basic skills goals attained by younger youth + number of work readiness skills goals attained by younger youth + number of occupational skills goals attained by younger youth, divided by the total number of basic skills goals + the number of work readiness skills + the number of occupational skills goals set.

Informational Measure—Number of younger youth who have attained at least 1 goal, divided by the total number of younger youth participants with a skill attainment goal.

Younger Youth (14-18) Diploma or Equivalent Attainment—*Of those who register without a diploma or equivalent -* Number of younger youth who attained a secondary school diploma or equivalent during the quarter, divided by the number of younger youth who exited during the quarter (except those still in secondary school).

Younger Youth (14-18) Retention Rate—Number of younger youth found in one of the following in the third quarter following exit:

- Post secondary education
- Advanced training
- Employment
- Military service
- Qualified apprenticeships

Divided by the number of younger youth who exited during the quarter (except that still in secondary school at exit).

AMERICAN CUSTOMER SATISFACTION INVENTORY (ACSI)

Questions:

1. Utilizing a scale of 1 to 10 where “1” means “Very Dissatisfied” and 10 means “Very Satisfied”, what is your overall satisfaction with services provided by _____?
2. Considering all of the expectations you may have had about the services, to what extent have the services met your expectations? “1” now means “falls short of your expectations” and “10” means “exceeds your expectations”.
3. Now think of the ideal service(s) for people in your circumstances. How well do you think the services you received compare with the ideal service(s)? “1” now means “not very close to ideal” and “10” now means “very close to ideal”.

Scoring:

The scoring of the ACSI is accomplished by calculating the weighted average of the raw scores for each of the customer satisfaction questions given by the respondent. The weighted average score is then transformed to an index reported on a 1-100 scale. The aggregate index score is the weighted average of each case's index score. For any case, the general formula for calculating the index score is given as:

$$\text{Index Score} = [(Q1) (W1) + (Q2) (W2) + (Q3) (W3)] \div 11.111$$

Where:

- Q1 = raw score on question #1
- Q2 = raw score on question #2
- Q3 = raw score on question #3
- W1 = weight for question #1
- W2 = weight for question #2
- W3 = weight for question #3

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS ADULTS

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE/RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Alameda	74.30	73.05	50.00	67.29	81.61	81.02	100.00	85.77	\$4,422	6,216	9,612	7,065
Anaheim	60.38	70.83	75.61	72.02	82.50	80.49	84.38	81.46	\$5,255	6,679	1,007	5,261
Butte	68.63	59.85	69.14	62.17	79.41	80.17	86.67	81.79	\$4,789	5,920	4,768	5,632
Carson/Lomita/ Torrance	52.73	68.45	65.38	67.68	81.37	71.97	88.24	76.04	\$4,120	5,497	3,283	4,944
Contra Costa	65.70	63.70	63.11	63.55	81.74	73.64	77.27	74.55	\$4,726	5,219	6,346	5,501
Foothill	74.07	66.95	65.63	66.62	85.29	71.00	91.30	76.08	\$3,565	4,909	4,943	4,918
Fresno	72.95	68.61	69.71	68.88	76.42	76.05	75.48	75.91	\$2,712	4,264	2,858	3,913
Golden Sierra	62.43	62.94	65.22	63.51	84.89	85.07	85.25	85.11	\$3,887	6,359	3,539	5,654
Humboldt	73.91	72.09	60.53	69.20	79.07	78.57	76.00	77.93	\$5,762	7,416	6,140	7,097
Imperial	60.31	68.07	67.11	67.83	75.38	78.26	80.95	78.93	\$3,117	4,265	3,356	4,038
Kern/Inyo/Mono	74.44	72.43	71.47	72.19	81.02	80.08	82.17	80.60	\$3,248	5,327	3,736	4,929
Kings	68.14	69.93	76.71	71.63	82.86	73.83	93.33	78.71	\$4,572	4,614	5,304	4,787
Long Beach	65.38	61.87	79.41	66.26	78.29	71.03	80.49	73.39	\$3,592	5,106	4,449	4,942
Los Angeles City	69.43	66.79	69.85	67.55	80.28	77.60	78.70	77.87	\$3,463	4,942	3,752	4,645
Los Angeles County	70.24	69.52	67.15	68.93	82.60	79.07	79.11	79.08	\$3,354	5,706	3,467	5,146
Madera	74.68	76.47	75.00	76.10	80.28	81.43	79.49	80.94	\$3,440	6,407	2,776	5,499
Marin	55.88	58.33	66.67	60.41	90.32	73.77	75.00	74.08	\$6,403	5,307	6,200	5,530
Mendocino	56.82	68.66	65.31	67.82	88.89	75.38	75.00	75.29	\$2,753	5,788	3,271	5,159
Merced	73.60	69.88	78.45	72.02	84.38	71.34	78.57	73.15	\$3,852	4,699	2,654	4,188
Mother Lode	63.95	70.53	42.86	63.61	82.86	79.55	78.57	79.31	\$4,092	5,220	1,542	4,300
Monterey	74.01	77.67	76.47	77.37	84.32	77.29	70.83	75.68	\$3,607	5,104	3,021	4,583

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
ADULTS (continued)

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE/RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Napa	72.58	68.29	75.00	69.97	89.58	68.75	76.00	70.56	\$6,498	6,011	4,466	5,625
North Central Con.	71.95	70.16	69.01	69.87	81.78	81.47	79.80	81.05	\$3,835	5,250	4,165	4,979
NoRTEC	63.04	68.29	0.00	51.22	85.29	73.75	0.00	55.31	\$4,351	4,609	-	3,457
NOVA	63.93	78.57	61.54	74.31	78.43	83.87	87.50	84.78	\$8,051	8,812	6,077	8,128
Oakland	70.06	71.95	67.68	70.88	84.52	75.66	74.63	75.40	\$3,507	4,971	3,806	4,680
Orange	70.03	72.21	68.50	71.28	84.67	79.87	78.33	79.49	\$4,155	6,357	3,580	5,663
Richmond	68.83	74.47	76.32	74.93	84.75	78.38	79.31	78.61	\$4,971	7,455	5,222	6,897
Riverside	73.09	71.06	69.38	70.64	80.75	76.63	77.63	76.88	\$3,923	5,495	5,030	5,379
Sacramento	73.44	68.23	65.52	67.55	81.89	77.00	85.22	79.05	\$4,111	4,955	3,877	4,685
Santa Ana	61.32	78.31	83.72	79.66	87.34	76.32	80.56	77.38	\$4,123	6,034	4,039	5,535
Santa Barbara	73.30	69.64	70.89	69.95	84.21	81.82	80.70	81.54	\$4,070	6,148	3,095	5,385
San Benito	64.58	75.51	61.11	71.91	90.00	73.91	92.31	78.51	\$4,140	5,816	5,181	5,657
San Bernardino City	76.81	68.55	71.28	69.23	86.78	82.84	78.26	81.70	\$4,876	4,581	4,316	4,515
San Bernardino County	57.16	67.99	63.52	66.87	74.94	76.49	76.89	76.59	\$3,570	4,807	3,653	4,519
South Bay	57.62	62.79	71.43	64.95	78.13	72.44	86.89	76.05	\$4,246	4,670	4,517	4,632
Santa Clara	74.50	74.13	69.84	73.06	87.70	78.15	79.86	78.58	\$4,786	6,226	4,473	5,788
Santa Cruz	74.19	72.30	78.85	73.94	84.33	79.45	91.57	82.48	\$5,205	5,786	6,072	5,857
San Diego	71.35	74.37	68.42	72.88	83.86	77.21	80.61	78.06	\$3,727	4,558	3,567	4,310
SELACO	75.86	64.60	76.19	67.50	82.05	85.80	66.67	81.02	\$3,739	6,768	3,080	5,846
San Francisco	71.08	69.66	67.18	69.04	79.46	80.97	79.21	80.53	\$4,300	5,564	4,385	5,269
Shasta	73.08	63.16	65.75	63.81	86.67	87.80	82.00	86.35	\$4,558	5,675	3,070	5,024
San Joaquin	72.01	72.70	67.87	71.49	78.38	78.26	82.87	79.41	\$4,082	6,111	4,365	5,674
San Luis Obispo	71.62	62.38	69.81	64.24	86.36	75.86	94.59	80.54	\$3,133	4,398	5,120	4,579
San Mateo	76.59	76.58	76.60	76.58	87.39	75.32	83.56	77.38	\$3,513	5,175	4,000	4,881

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
ADULTS (continued)

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE/RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Solano	72.22	79.87	76.11	78.93	80.60	81.69	81.32	81.60	\$4,339	5,623	4,595	5,366
Sonoma	74.07	76.00	79.17	76.79	88.76	89.00	78.33	86.33	\$5,384	5,858	4,628	5,551
Stanislaus	77.53	74.29	80.13	75.75	82.76	79.74	80.77	80.00	\$5,100	5,900	5,850	5,888
Tulare	73.82	79.05	74.55	77.93	86.56	79.53	84.09	80.67	\$4,121	5,551	4,823	5,369
Verdugo	75.86	79.85	67.31	76.71	82.52	84.87	91.43	86.51	\$4,073	6,025	4,349	5,606
Ventura	70.97	66.14	63.08	65.37	79.72	80.85	80.77	80.83	\$3,314	4,822	3,762	4,557
Yolo	75.41	81.36	66.67	77.69	74.55	80.36	65.00	76.52	\$3,286	5,581	3,070	4,953
CALIFORNIA TOTAL	70.11	70.25	69.47	70.06	81.98	78.17	80.13	78.66	\$3,808	5,588	3,956	5,180
median	71.62	70.05	69.07	69.91	82.76	78.32	80.52	78.99	\$4,082	5,558	4,102	5,210
maximum	77.53	81.36	83.72	79.66	90.32	89.00	100.00	86.51	\$8,051	8,812	9,612	8,128
minimum	52.73	58.33	0.00	51.22	74.55	68.75	0.00	55.31	\$2,712	4,264	-	3,457

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS DISLOCATED WORKERS

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS REPLACEMENT RATE %			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Alameda	82.48	80.24	79.67	80.10	96.02	88.97	86.73	88.41	92.69	100.61	79.74	95.40
Anaheim	81.88	71.57	74.07	72.20	90.27	90.07	83.33	88.39	88.15	85.99	73.02	82.75
Butte	74.57	71.33	74.65	72.16	78.29	80.37	77.36	79.62	99.54	101.98	115.18	105.28
Carson/Lomita/ Torrance	69.42	69.64	84.21	73.28	80.95	88.03	93.75	89.46	83.96	104.01	104.65	104.17
Contra Costa	79.38	77.67	76.47	77.37	92.74	87.22	83.65	86.33	90.34	83.62	76.17	81.76
Foothill	78.02	71.70	75.53	72.66	90.85	86.84	85.92	86.61	93.89	89.46	91.87	90.06
Fresno	72.98	72.28	71.84	72.17	86.70	84.84	87.38	85.47	87.36	98.98	101.47	99.60
Golden Sierra	74.42	74.79	75.00	74.84	86.72	80.90	91.67	83.59	85.93	71.72	104.02	79.79
Humboldt	70.00	70.07	62.30	68.13	87.50	86.41	86.84	86.52	84.68	95.70	91.07	94.54
Imperial	71.38	68.84	75.00	70.38	79.25	83.21	78.33	81.99	134.18	158.52	151.13	156.67
Kern/Inyo/Mono	77.13	82.87	74.57	80.79	87.33	89.07	82.22	87.36	99.78	104.70	84.15	99.56
Kings	72.64	78.08	67.57	75.45	84.42	87.72	80.00	85.79	119.65	123.63	68.74	109.91
Long Beach	77.45	72.03	82.78	74.72	86.85	80.32	83.20	81.04	102.15	100.78	90.89	98.31
Los Angeles City	72.65	76.26	79.18	76.99	88.85	89.16	87.22	88.68	90.23	101.57	91.11	98.95
Los Angeles County	78.13	76.46	77.90	76.82	89.13	85.85	86.55	86.02	95.64	99.74	90.33	97.39
Madera	85.06	75.00	68.18	73.30	94.59	78.57	93.33	82.26	102.86	79.13	101.02	84.60
Marin	78.31	72.31	83.78	75.18	87.69	76.70	88.71	79.70	112.89	100.17	110.36	102.72
Mendocino	79.78	84.42	66.67	79.98	88.73	86.15	100.00	89.61	85.66	105.55	71.44	97.02
Merced	82.38	83.23	83.11	83.20	83.82	80.23	82.42	80.78	107.62	128.74	125.51	127.93
Mother Lode	77.67	74.36	60.38	70.86	91.25	82.76	84.38	83.16	92.70	102.13	71.62	94.50
Monterey	74.93	77.33	72.83	76.21	84.67	89.56	86.51	88.80	108.31	100.39	93.19	98.59
Napa	76.09	71.70	87.88	75.74	85.71	81.58	86.21	82.74	120.78	96.42	102.96	98.06
North Central Con.	76.28	75.42	74.26	75.13	90.67	90.06	78.67	87.21	120.95	106.73	110.03	107.56
NORTEC	70.00	67.26	0.00	50.45	86.90	88.16	0.00	66.12	86.95	112.81	0.00	84.60
NOVA	83.23	77.50	80.77	78.32	91.79	90.32	90.48	90.36	103.25	108.13	93.44	104.45
Oakland	73.96	70.29	75.00	71.47	91.20	85.37	91.89	87.00	84.13	51.30	65.95	54.96
Orange	78.17	77.78	77.33	77.67	91.01	88.70	86.97	88.27	91.61	83.57	91.61	85.58

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
DISLOCATED WORKERS (continued)

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS REPLACEMENT RATE %			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Richmond	83.33	78.82	77.08	78.39	86.00	86.57	91.89	87.90	110.82	97.99	99.85	98.45
Riverside	80.43	79.73	82.56	80.44	88.06	87.93	88.38	88.04	91.07	95.89	97.94	96.40
Sacramento	75.92	71.80	77.17	73.14	88.57	81.27	89.80	83.40	100.60	91.50	112.63	96.78
Santa Ana	74.79	69.62	76.79	71.41	88.76	89.09	90.70	89.49	96.51	97.74	105.02	99.56
Santa Barbara	69.95	73.47	73.94	73.59	92.96	88.89	87.70	88.59	96.34	107.56	103.73	106.60
San Benito	65.08	86.21	69.57	82.05	85.37	82.00	75.00	80.25	156.54	172.58	88.05	151.45
San Bernardino City	83.16	69.86	92.31	75.47	84.81	82.35	86.11	83.29	71.58	71.55	75.54	72.55
San Bernardino County	77.93	78.67	70.54	76.64	90.85	87.85	80.70	86.06	84.40	82.88	83.86	83.13
South Bay	73.78	72.51	75.91	73.36	91.74	84.97	87.50	85.60	96.89	101.99	90.09	99.01
Santa Clara	78.98	79.57	77.95	79.16	89.47	86.36	86.84	86.48	100.47	97.89	92.32	96.50
Santa Cruz	81.93	76.21	81.32	77.49	88.73	92.36	79.73	89.20	85.64	79.75	73.27	78.13
San Diego	75.75	76.07	76.43	76.16	89.46	88.02	85.74	87.45	96.07	98.22	87.11	95.44
SELACO	83.61	73.22	65.54	71.30	90.20	86.29	88.66	86.88	106.63	104.11	112.74	106.27
San Francisco	77.63	77.16	66.47	74.49	89.08	84.36	85.59	84.67	103.32	94.61	93.29	94.28
Shasta	79.21	76.73	81.71	77.97	89.38	85.81	83.58	85.25	84.16	87.63	72.66	83.89
San Joaquin	85.71	88.38	81.73	86.72	91.18	90.21	91.18	90.45	96.30	119.20	103.98	115.40
San Luis Obispo	84.52	78.87	84.38	80.25	88.73	92.86	85.19	90.94	81.86	76.00	74.48	75.62
San Mateo	80.22	74.19	79.46	75.51	89.77	86.47	89.89	87.32	97.76	101.67	113.48	104.62
Solano	75.88	78.15	78.57	78.26	92.05	86.44	89.09	87.10	104.36	81.29	85.39	82.31
Sonoma	78.14	83.43	82.93	83.30	90.67	87.67	85.29	87.08	87.07	77.24	88.69	80.10
Stanislaus	88.84	85.57	82.46	84.79	91.55	87.05	86.52	86.92	91.40	105.06	101.27	104.11
Tulare	84.25	83.03	79.88	82.24	92.17	91.02	87.41	90.12	77.60	89.93	92.46	90.56
Verdugo	85.51	80.00	79.71	79.93	88.98	93.75	83.64	91.22	105.16	102.99	77.29	96.56
Ventura	73.58	72.92	80.21	74.74	89.61	87.97	89.61	88.38	86.46	93.42	83.38	90.91
Yolo	72.64	83.10	61.90	77.80	85.71	84.75	84.62	84.72	92.59	109.51	64.75	98.32
CALIFORNIA TOTAL	77.04	76.85	76.86	76.85	89.07	87.18	86.15	86.92	93.94	96.64	91.32	95.31
median	77.80	76.24	76.93	75.95	89.03	86.71	86.54	86.90	95.85	99.36	91.36	96.90
maximum	88.84	88.38	92.31	86.72	96.02	93.75	100.00	91.22	156.54	172.58	151.13	156.67
minimum	65.08	67.26	0.00	50.45	78.29	76.70	0.00	66.12	71.58	51.30	0.00	54.96

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS OLDER YOUTH

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Alameda	80.00	76.19	0.00	57.14	70.83	66.67	0.00	50.00	3,612	4,565	0	3,424
Anaheim	76.92	62.50	0.00	46.88	72.73	83.33	0.00	62.50	3,295	4,399	0	3,299
Butte	58.33	54.17	92.31	63.70	100.00	57.14	69.23	60.16	4,380	2,742	2,956	2,795
Carson/Lomita/ Torrance	66.67	82.35	100.00	86.76	72.73	72.22	100.00	79.17	3,252	4,945	5,196	5,008
Contra Costa	61.76	76.32	80.00	77.24	90.91	80.00	58.33	74.58	3,593	5,581	4,306	5,262
Foothill	62.50	87.50	50.00	78.13	90.91	56.25	100.00	67.19	2,562	1,936	2,982	2,198
Fresno	52.60	61.42	58.33	60.65	73.03	70.33	72.41	70.85	2,343	2,761	2,187	2,618
Golden Sierra	61.90	73.17	68.42	71.98	77.78	79.55	100.00	84.66	3,730	4,412	5,416	4,663
Humboldt	71.43	54.55	50.00	53.41	80.00	100.00	0.00	75.00	3,678	4,554	84	3,437
Imperial	42.22	25.93	66.67	36.11	83.33	87.50	100.00	90.63	3,055	3,214	1,870	2,878
Kern/Inyo/Mono	72.80	62.20	72.94	64.89	83.49	75.73	80.70	76.97	3,437	3,808	2,724	3,537
Kings	66.67	73.81	68.75	72.55	78.95	72.22	92.31	77.24	3,203	4,217	4,341	4,248
Long Beach	63.16	44.44	0.00	33.33	75.00	75.00	0.00	56.25	2,567	3,275	0	2,456
Los Angeles City	60.59	63.01	74.53	65.89	79.41	74.16	85.22	76.93	2,689	4,263	3,291	4,020
Los Angeles County	71.53	73.80	71.72	73.28	76.06	80.35	82.69	80.94	2,778	4,349	3,537	4,146
Madera	50.00	100.00	57.14	89.29	0.00	100.00	80.00	95.00	-2,318	6,198	2,822	5,354
Marin	25.00	73.33	0.00	55.00	100.00	92.86	0.00	69.65	-1,627	5,632	0	4,224
Mendocino	66.67	75.00	100.00	81.25	83.33	87.50	100.00	90.63	6,589	4,748	25,057	9,825
Merced	75.00	62.86	70.00	64.65	69.23	70.87	77.78	72.60	2,410	3,507	3,348	3,467
Mother Lode	52.63	55.88	54.55	55.55	91.67	72.73	100.00	79.55	4,557	5,932	2,711	5,127
Monterey	65.00	55.17	80.00	61.38	61.54	68.42	81.25	71.63	2,851	2,762	5,174	3,365

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
 OLDER YOUTH (continued)

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE RATE			DOL Baseline Period
Napa	80.00	50.00	81.82	57.95	80.00	100.00	88.89	97.22	5,697	6,515	608	5,038
North Central Con.	53.66	65.48	45.00	60.36	72.73	68.85	75.00	70.39	2,156	4,064	2,267	3,615
NoRTEC	25.00	66.67	0.00	50.00	50.00	71.43	0.00	53.57	2,776	4,127	0	3,095
NOVA	62.50	100.00	50.00	87.50	83.33	100.00	50.00	87.50	4,891	6,799	3,290	5,922
Oakland	60.00	68.29	60.00	66.22	76.74	75.00	66.67	72.92	3,214	3,605	1,639	3,114
Orange	55.79	69.34	77.55	71.39	80.00	78.95	64.71	75.39	2,046	5,024	2,624	4,424
Richmond	50.00	60.00	100.00	70.00	71.43	100.00	66.67	91.67	2,804	4,973	4,478	4,849
Riverside	53.51	58.96	78.57	63.86	83.33	71.43	90.91	76.30	2,938	4,212	5,202	4,459
Sacramento	61.54	61.73	69.57	63.69	71.11	80.00	62.50	75.63	2,344	4,548	2,868	4,128
Santa Ana	56.67	89.47	80.00	87.10	78.95	95.45	100.00	96.59	3,967	5,918	4,267	5,505
Santa Barbara	82.35	76.92	90.91	80.42	70.59	85.71	70.00	81.78	3,960	5,881	2,431	5,019
San Benito	75.00	45.45	100.00	59.09	83.33	77.78	83.33	79.17	2,862	5,063	3,301	4,622
San Bernardino City	46.43	54.55	0.00	40.91	69.23	75.00	0.00	56.25	3,219	2,658	0	1,994
San Bernardino County	67.76	67.21	72.50	68.53	73.72	71.53	51.72	66.58	2,302	3,645	1,546	3,120
South Bay	45.45	60.71	50.00	58.03	84.62	83.33	100.00	87.50	2,515	5,207	8,382	6,001
Santa Clara	76.19	75.00	50.00	68.75	82.93	82.00	83.33	82.33	5,359	5,541	3,684	5,077
Santa Cruz	82.76	74.14	66.67	72.27	93.55	83.82	100.00	87.87	5,373	5,632	3,609	5,126
San Diego	66.24	69.78	75.61	71.24	75.29	65.73	77.42	68.65	2,730	3,245	3,557	3,323
SELACO	50.00	70.83	66.67	69.79	50.00	87.27	73.33	83.79	3,180	5,780	2,277	4,904
San Francisco	56.45	80.43	76.92	79.55	79.59	70.73	70.00	70.55	3,406	4,207	2,474	3,774
Shasta	66.67	68.42	63.64	67.22	92.31	76.19	57.14	71.43	4,843	4,417	4,598	4,462
San Joaquin	66.67	76.92	62.86	73.40	77.78	58.14	56.52	57.74	3,544	2,743	3,134	2,841
San Luis Obispo	0.00	50.00	0.00	37.50	0.00	75.00	0.00	56.25	0	4,088	0	3,066
San Mateo	80.00	35.71	0.00	26.78	80.95	100.00	0.00	75.00	2,709	1,803	0	1,352

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
 OLDER YOUTH (continued)

	ENTERED EMPLOYMENT RATE			DOL Baseline Period	RETENTION RATE			DOL Baseline Period	EARNINGS CHANGE RATE			DOL Baseline Period
Solano	68.75	72.22	61.54	69.55	78.26	81.25	40.00	70.94	2,722	5,245	1,456	4,298
Sonoma	80.00	83.33	60.00	77.50	100.00	85.71	100.00	89.28	3,609	5,937	4,050	5,465
Stanislaus	70.18	70.89	74.47	71.78	76.74	71.88	68.57	71.05	2,909	4,059	2,473	3,663
Tulare	64.44	65.60	65.00	65.45	78.08	79.05	89.29	81.61	2,647	4,121	4,027	4,097
Verdugo	74.42	79.41	90.91	82.28	83.33	70.97	100.00	78.23	2,790	3,922	3,726	3,873
Ventura	50.00	66.67	66.67	66.67	76.47	68.00	100.00	76.00	3,531	3,319	3,544	3,375
Yolo	70.97	70.00	77.78	71.94	92.00	83.33	71.43	80.35	4,161	4,135	-248	3,039
CALIFORNIA TOTAL	63.19	66.76	71.06	67.84	78.33	75.28	78.72	76.14	2,955	4,389	3,214	4,095
median	63.80	68.36	66.67	66.95	78.60	76.99	74.17	75.81	\$3,117	4,306	2,912	4,059
maximum	82.76	100.00	100.00	89.29	100.00	100.00	100.00	97.22	\$6,589	6,799	25,057	9,825
minimum	0.00	25.93	0.00	26.78	0.00	56.25	0.00	50.00	-\$2,318	1,803	-248	1,352

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS YOUNGER YOUTH

	SKILL ATTAINMENT			DOL Baseline Period	DIPLOMA OR EQUIVALENT			DOL Baseline Period	RETENTION RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Alameda	79.17	60.42	100.00	70.31	0.00	5.26	0.00	3.95	66.07	50.00	100.00	62.50
Anaheim	86.79	86.08	66.67	81.22	0.00	40.00	0.00	30.00	65.31	70.89	83.33	74.00
Butte	0.00	60.00	66.67	61.67	0.00	50.00	0.00	37.50	83.33	50.00	50.00	50.00
Carson/Lomita/ Torrance	90.48	95.31	100.00	96.48	0.00	25.00	0.00	18.75	0.00	111.11	100.00	108.33
Contra Costa	67.24	79.31	86.36	81.07	0.00	0.00	0.00	0.00	62.71	54.10	45.83	52.03
Foothill	100.00	100.00	100.00	100.00	21.43	14.29	0.00	10.72	61.11	71.43	50.00	66.07
Fresno	87.28	83.44	91.36	85.42	11.90	8.64	1.33	6.81	38.05	40.26	54.02	43.70
Golden Sierra	71.88	74.29	76.92	74.95	30.77	53.85	30.00	47.89	57.58	75.68	42.86	67.47
Humboldt	75.00	71.67	94.74	77.43	12.50	22.22	0.00	16.67	81.82	58.62	69.23	61.27
Imperial	97.67	97.54	100.00	98.15	0.00	0.00	0.00	0.00	30.96	26.15	25.00	25.87
Kern/Inyo/Mono	85.71	90.14	73.63	86.01	25.56	50.96	15.63	42.13	66.14	144.44	58.33	122.92
Kings	50.00	42.11	12.50	34.70	25.00	28.57	0.00	21.43	66.67	70.00	50.00	65.00
Long Beach	90.00	83.33	83.33	83.33	20.69	5.33	0.00	4.00	88.57	48.35	66.67	52.93
Los Angeles City	87.01	94.39	84.16	91.83	4.97	8.68	0.55	6.65	49.14	56.32	54.07	55.76
Los Angeles County	85.85	93.16	88.89	92.09	0.43	4.17	0.00	3.13	50.27	48.51	60.12	51.42
Madera	75.00	92.41	100.00	94.30	18.75	0.00	0.00	0.00	43.75	37.21	83.33	48.74
Marin	86.49	97.22	100.00	97.92	19.05	75.00	0.00	56.25	57.14	65.96	40.00	59.47

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
YOUNGER YOUTH (continued)

	SKILL ATTAINMENT			DOL Baseline Period	DIPLOMA OR EQUIVALENT			DOL Baseline Period	RETENTION RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Monterey	95.00	94.64	89.19	93.28	1.18	2.94	0.00	2.21	76.14	95.83	66.67	88.54
Napa	85.71	80.00	90.00	82.50	42.86	0.00	0.00	0.00	42.86	75.00	75.00	75.00
North Central Con.	60.55	84.40	68.89	80.52	9.65	17.33	0.00	13.00	51.61	58.72	66.15	60.58
NoRTEC	52.00	42.86	0.00	32.14	2.50	21.74	0.00	16.31	68.29	46.15	0.00	34.62
NOVA	94.44	100.00	100.00	100.00	25.00	80.00	0.00	60.00	82.35	80.00	60.00	75.00
Oakland	96.26	91.39	63.64	84.45	2.42	14.63	0.00	10.97	47.22	53.15	33.33	48.19
Orange	96.59	88.72	88.76	88.73	8.86	13.37	7.37	11.87	75.29	66.54	61.98	65.40
Richmond	100.00	100.00	0.00	75.00	14.29	22.22	0.00	16.67	47.37	64.71	0.00	48.53
Riverside	80.92	80.23	34.18	68.72	1.36	2.38	0.00	1.79	88.61	83.74	45.45	74.17
Sacramento	64.71	86.18	83.67	85.56	1.14	3.52	0.00	2.64	55.38	57.05	80.43	62.90
Santa Ana	57.89	88.24	100.00	91.18	2.86	0.00	0.00	0.00	79.17	70.27	40.00	62.70
Santa Barbara	87.63	85.00	55.56	77.64	53.95	50.00	0.00	37.50	69.62	50.60	57.14	52.24
San Benito	40.00	0.00	100.00	25.00	0.00	2.70	0.00	2.03	50.00	0.00	100.00	25.00
San Bernardino City	48.33	41.67	0.00	31.25	31.03	3.76	0.00	2.82	41.38	30.00	0.00	22.50
San Bernardino County	69.23	86.79	90.91	87.82	7.89	0.00	0.00	0.00	46.99	44.55	38.10	42.93
South Bay	98.36	92.31	92.86	92.45	1.89	44.30	0.00	33.23	42.11	49.23	45.45	48.29
Santa Clara	83.78	79.56	61.11	74.95	0.00	7.50	0.00	5.63	56.94	65.82	53.33	62.70
Santa Cruz	64.00	71.30	76.92	72.71	24.14	25.00	50.00	31.25	60.00	71.23	77.78	72.87
San Diego	88.63	92.49	80.43	89.48	4.04	0.00	0.00	0.00	69.55	90.70	40.40	78.12
SELACO	80.99	93.15	76.00	88.86	25.00	58.97	2.17	44.77	50.00	55.24	52.08	54.45
San Francisco	46.94	41.67	71.43	49.11	0.00	1.72	0.00	1.29	52.83	61.54	58.33	60.74
Shasta	86.00	90.77	100.00	93.08	16.13	29.79	0.00	22.34	55.88	52.17	83.33	59.96
San Joaquin	94.02	90.91	94.23	91.74	30.10	10.00	4.88	8.72	55.34	52.67	57.14	53.79
San Luis Obispo	90.65	82.86	77.19	81.44	31.43	44.90	19.05	38.44	88.89	70.00	68.18	69.55
San Mateo	90.16	86.84	0.00	65.13	8.43	0.00	0.00	0.00	75.00	43.04	60.00	47.28
Solano	84.85	88.89	100.00	91.67	0.00	9.59	0.00	7.19	38.71	73.68	57.14	69.55

HISTORICAL DATA FOR WIA PERFORMANCE NEGOTIATIONS
YOUNGER YOUTH (continued)

	SKILL ATTAINMENT			DOL Baseline Period	DIPLOMA OR EQUIVALENT			DOL Baseline Period	RETENTION RATE			DOL Baseline Period
	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98	96/97	97/98	98/99	10/97-9/98
Sonoma	83.46	80.69	50.00	73.02	5.47	12.24	0.00	9.18	60.94	80.95	37.50	70.09
Stanislaus	89.44	91.13	64.86	84.56	2.11	2.08	9.52	3.94	50.98	48.45	66.67	53.01
Tulare	77.52	88.60	75.61	85.36	14.08	15.00	3.03	12.01	56.96	61.90	55.56	60.32
Verdugo	84.21	77.42	90.91	80.79	0.00	5.77	0.00	4.33	66.67	64.52	63.64	64.30
Ventura	79.45	97.37	95.20	96.83	1.23	0.00	0.00	0.00	54.02	51.19	48.28	50.46
Yolo	90.16	92.50	76.92	88.61	2.30	0.00	0.00	0.00	53.13	41.89	40.00	41.42
CALIFORNIA TOTAL	85.27	88.28	82.31	86.79	8.22	15.38	2.82	12.24	57.55	59.21	56.00	58.40
median	85.78	88.42	83.50	84.96	5.22	9.80	0.00	7.96	57.05	56.69	56.35	59.72
maximum	100.00	100.00	100.00	100.00	53.95	80.00	50.00	60.00	88.89	144.44	100.00	122.92
minimum	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22.50

**CALIFORNIA AND NATIONAL BASELINE DATA AVAILABLE TO ESTABLISH
PERFORMANCE OPTIONS ADULT MEASURES**

MEASURE	JTPA MATCH TO BASE WAGE PY 1996/97	JTPA MATCH TO BASE WAGE PY 1997/98	JTPA MATCH TO BASE WAGE PY 1998/99 ¹	BASELINE REQUIRED BY DOL JTPA MATCH TO BASE WAGE 10/1/97 - 9/30/98 ²	PY 97 AVG.ALL STATES BASED ON SPIR DATA ³	AVERAGE 07 STATES FROM MATRIX ISSUED BY DOL IN TEGL 8-99	HISTORICAL JTPA (BEST COMPARISON MEASURE) ⁴	COMPARISON OTHER STATE PLANS ⁵		CLOSEST GPRA GOAL ⁶
								TEXAS	FLORIDA	
ENTERED EMPLOYMENT RATE	70.1%	70.3%	69.5%	70.1%	71.0%	71%	AFER PY 1997/98 62.4%	65.7%	64.3%	AFER PY1997/98 63.0% GPRA 2001 76%
MEDIAN	71.8%	70.1%	69.1%	69.9%	72.7%	-				
MAX	77.5%	81.4%	83.7%	79.7%	84.7%	-				
MIN	52.7%	58.3%	0%	51.2%	52.7%	-				
RETENTION AT SIX MONTHS	81.8%	78.2%	80.1%	78.7%	86.4%	78%	AFER PY 1997/98 62.4%	83.3%	78.1%	AFER PY1997/98 63.0% GPRA 2001 76%
MEDIAN	82.8%	78.3%	80.5%	79%	86.3%	-				
MAX	90.3%	89.0%	100%	86.5%	97.6%	-				
MIN	74.6%	68.8%	0%	55.3%	76.0%	-				
EARNINGS GAIN	\$3808	\$5588	\$3956	\$5180	No Data	\$3700	No Data	\$3848	\$3755	GPRA 2001 +\$3600
MEDIAN	\$4092	\$5558	\$4102	\$5210		-				
MAX	\$8051	\$8812	\$9612	\$8128		-				
MIN	\$2712	\$4264	\$0	\$3457		-				
CREDENTIAL ATTAINMENT RATE	No Data	No Data	No Data	No Data	No Data	60%	No Data	35%	40%	No Data

1. This estimate only includes clients who terminated from the program from July 1, 1998 to December 31, 1998.
2. This estimate was computed based on a weighted average of the WIA outcomes estimated for PY 1997/1998 and PY 1998/1999.
3. These estimates were completed for each state by Social Policy Research Associates, Inc. based on historical data from PY 1997 Standardized Program Information Reports (SPIR).
4. The Adult Follow-up Employment Rate (AFER) reflects JTPA clients who indicate that they were employed in the 13th week following their termination from the program during a follow-up telephone interview. Employment is defined as 20 or more hours per week.
5. This reflects the first year goals included in WIA State Plans submitted to the Department of Labor (DOL) by Texas and Florida.
6. The Government Performance and Results Act (GPRA) goals for PY 1997/98 were established by DOL for JTPA Adult, Dislocated Workers, and Youth programs. This column has been updated to also include the GPRA goals established by DOL for 2001.

CALIFORNIA AND NATIONAL BASELINE DATA AVAILABLE TO ESTABLISH PERFORMANCE OPTIONS DISLOCATED WORKER MEASURES

MEASURE	JTPA MATCH TO BASE WAGE PY 1996/97	JTPA MATCH TO BASE WAGE PY 1997/98	JTPA MATCH TO BASE WAGE PY 1998/99 ¹	BASELINE REQUIRED BY DOL JTPA MATCH TO BASE WAGE 10/1/97 - 9/30/98 ²	PY 97 AVG. ALL STATES BASED ON SPIR DATA ³	AVERAGE 7 STATES FROM MATRIX ISSUED BY DOL IN TEGL 8-99	HISTORICAL JTPA (BEST COMPARISON MEASURE) ⁴	COMPARISON OTHER STATE PLANS ⁵		CLOSEST GPRA GOAL ⁶
								TEXAS	FLORIDA	
ENTERED EMPLOYMENT RATE	77.0%	76.9%	76.9%	76.9%	79.1%	77%	EER PY 1997/98 65.3%	73.5%	60%	EER PY1997/98 73.0% GPRA 2001 76%
MEDIAN	77.8%	76.2%	76.9%	76%	80.7%	-				
MAX	88.8%	88.4%	92.3%	86.7%	92.6%	-				
MIN	65.1%	67.3%	0%	50.5%	51.0%	-				
RETENTION AT SIX MONTHS	89.1%	87.2%	86.2%	86.9%	90.6%	85%	No Data	87.8%	75%	GPRA 2001 81%
MEDIAN	89.0%	86.8%	86.5%	86.9%	90.7%	-				
MAX	96.0%	93.8%	100%	91.2%	98.6%	-				
MIN	78.1%	76.7%	0%	66.1%	80.3%	-				
EARNINGS REPLACEMENT RATE	93.9%	96.6%	91.3%	95.3%	No Data	92%	No Data	95.5%	86%	GPRA 2001 100%
MEDIAN	95.9%	99.4%	91.4%	96.9%		-				
MAX	156.5%	100%	151.1%	156.7%		-				
MIN	71.6%	51.3%	0%	55%		-				
CREDENTIAL ATTAINMENT RATE	No Data	No Data	No Data	No Data	No Data	60%	No Data	80%	35%	No Data

1. This estimate only includes clients who terminated from the program from July 1, 1998 to December 31, 1998.
2. This estimate was computed based on a weighted average of the WIA outcomes estimated for PY 1997/98 and PY 1998/99.
3. These estimates were completed for each state by Social Policy Research Associates, Inc. based on historical data from PY 1997 Standardized Program Information Reports (SPIR).
4. The Title III Employment Rate (EER) reflects the employment status of Dislocated Workers upon their termination from JTPA. Employment is defined as 20 or more hours per week.
5. This range reflects the first year goals included in WIA State Plans submitted to the Department of Labor (DOL) by Texas and Florida.
6. The Government Performance and Results Act (GPRA) goals for PY 1997/98 were established by DOL for JTPA Adult, Dislocated Workers, and Youth programs. This column has been updated to also include the GPRA goals established by DOL for 2001.

CALIFORNIA AND NATIONAL BASELINE DATA AVAILABLE TO ESTABLISH PERFORMANCE OPTIONS OLDER YOUTH MEASURES

MEASURE	JTPA MATCH TO BASE WAGE PY 1996/97	JTPA MATCH TO BASE WAGE PY 1997/98	JTPA MATCH TO BASE WAGE PY 1998/99 ¹	BASELINE REQUIRED BY DOL JTPA MATCH TO BASE WAGE 10/1/97 - 9/30/98 ²	PY 97 AVG. ALL STATES BASED ON SPIR DATA ³	AVERAGE 7 STATES FROM MATRIX ISSUED BY DOL IN TEGL 8-99	HISTORICAL JTPA (BEST COMPARISON MEASURE) ⁴	COMPARISON OTHER STATE PLANS ⁵		CLOSEST GPRA GOAL ⁶
								TEXAS	FLORIDA	
ENTERED EMPLOYMENT RATE	63.2%	66.8%	71.1%	67.8%	63.9%	63%	YEER PY 1997/98 52.3%	61.6%	65.6%	YPT PY1997/98 76% GPRA 2001 70%
MEDIAN	63.8%	68.4%	66.7%	67%	63.5%	-				
MAX	82.8%	100%	100%	89.3%	80.5%	-				
MIN	0%	25.9%	0%	26.8%	42.9%	-				
RETENTION AT SIX MONTHS	78.3%	75.3%	78.7%	76.1%	No Data	77%	No Data	79.9%	75%	GPRA 2001 70%
MEDIAN	78.6%	77%	74.2%	75.8%		-				
MAX	100%	100%	100%	97.2%		-				
MIN	0%	56.3%	0%	50%		-				
EARNINGS GAIN	\$2955	\$4389	\$3214	\$4095	No Data	\$3150	No Data	\$3377	\$3452	No Data
MEDIAN	\$3117	\$4306	\$2912	\$4059		-				
MAX	\$6589	\$6799	\$25057	\$9825		-				
MIN	-\$2318	\$1803	-248.15	\$1352		-				
CREDENTIAL ATTAINMENT RATE	No Data	No Data	No Data	No Data	No Data	50%	YEEN PY 1997/98 42.3%	35%	15%	YPT PY1997/98 76%

1. This estimate only includes clients who terminated from the program from July 1, 1998, to December 31, 1998.
2. This estimate was computed based on a weighted average of the WIA outcomes estimated for PY 1997/98 and PY 1998/99.
3. These estimates were completed for each state by Social Policy Research Associates, Inc. based on historical data from PY 1997 Standardized Program Information Reports (SPIR).
4. The Youth Entered Employment Rate (YEER) reflects the percentage of youth (16-21) who enter employment upon termination from the JTPA program. Employment is defined as 20 or more hours per week. The Youth Employability Enhancement Rate (YEEN) reflects the percentage of youth (14-21) who earned an enhancement upon their termination from the JTPA program. Enhancements are defined as youth competencies, completed major level of education, or entered non-Title II training.
5. This range reflects the first year goals included in WIA State Plans submitted to the Department of Labor (DOL) by Texas and Florida.
6. The Government Performance and Results Act (GPRA) goals for PY 1997/98 were established by DOL for JTPA Adult, Dislocated Workers, and Youth programs. This column has been updated to also include the GPRA goals established by DOL for 2001.

CALIFORNIA AND NATIONAL BASELINE DATA AVAILABLE TO ESTABLISH PERFORMANCE OPTIONS YOUNGER YOUTH (14-18) MEASURES

MEASURE	JTPA DATA PY 1996/97	JTPA DATA PY 1997/98	JTPA DATA PY 1998/99 ¹	BASELINE REQUIRED BY DOL JTPA DATA 10/1/97- 9/30/98 ²	PY 97 AVG. ALL STATES BASED ON SPIR DATA ³	AVERAGE 7 STATES FROM MATRIX ISSUED BY DOL IN TEGL 8-99	HISTORICAL JTPA (BEST COMPARISON MEASURE) ⁴	COMPARISON OTHER STATE PLANS ⁵		CLOSEST GPRA GOAL ⁶
								TEXAS	FLORIDA	
BASIC SKILLS/ OCCUPATIONAL READINESS/ SKILL ATTAINMENT	85.3%	88.3%	82.3%	86.8%	64.4%	72%	YEEN PY 1997/98 42.3% <small>Actual v Only 14-18 96/97:65.5%---71.9% 98/99:56.7%---66.5%</small>	No Data	65.6%	YPT PY1997/98 76%
MEDIAN	85.9%	88.4%	83.5%	85%	66.1%	-				
MAX	100%	100%	100%	100%	98.0%	-				
MIN	0%	0%	0%	25%	11.8%	-				
DIPLOMA OR EQUIVALENT	8.2%	15.4%	2.9%	12.2%	26.5%	55%	YEEN PY 1997/98 42.3% <small>Actual v Only 14-18 96/97:65.5%---71.9% 98/99:56.7%---66.5%</small>	30%	20%	YPT PY1997/98 76%
MEDIAN	5.2%	9.8%	0%	8%	25%	-				
MAX	54%	80%	50%	60%	66.9%	-				
MIN	0%	0%	0%	0%	0%	-				
YOUNGER YOUTH RETENTION RATE	57.6%	59.2%	56%	58.4%	No Data	54%	YEEN PY 1997/98 42.3% <small>Actual v Only 14-18 96/97:65.5%---71.9% 98/99:56.7%---66.5%</small>	No Data	5%	YPT PY1997/98 76% GPRA 2001 50%
MEDIAN	57.1%	56.7%	56.4%	59.7%	-	-				
MAX	88.9%	144.4%	100%	122.9%	-	-				
MIN	0%	0%	0%	22.5%	-	-				

1. This estimate only includes clients who terminated from the program from July 1, 1998 to December 31, 1998.
2. This estimate was computed based on a weighted average of the WIA outcomes estimated for PY 1997/98 and PY 1998/99.
3. These estimates were completed for each state by Social Policy Research Associates, Inc. based on historical data from PY 1997 Standardized Program Information Reports (SPIR).
4. The Youth Entered Employment Rate (YEER) reflects the percentage of youth (16-21) who enter employment upon termination from the JTPA program. Employment is defined as 20 or more hours per week. The Youth Employability Enhancement Rate (YEEN) reflects the percentage of youth (14-21) who earned an enhancement upon their termination from the JTPA program. Enhancements are defined as youth competencies, completed major level of education, or entered non-Title II training. The "Actual v Only 14-18" numbers reflect a comparison of the YEEN computed for all youth (14-21) to the YEEN computed for only 14-18 year olds for PY 96/97 and PY 98/99.
5. This range reflects the goals included in first year WIA State Plans submitted to the Department of Labor (DOL) by Texas and Florida.
6. The Government Performance and Results Act (GPRA) goals for PY 1997/98 were established by DOL for JTPA Adult, Dislocated Workers, and Youth programs. This column has been updated to also include the GPRA goals established by DOL for 2001.

PROPOSED LOCAL PERFORMANCE GOALS ADULTS

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS GAIN			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Alameda	67.29	63.39	67.23	68.19	85.77	82.86	85.05	87.23	\$7,065	5,319	5,456	5,592
Anaheim	72.02	67.85	71.96	72.99	81.46	78.71	80.78	82.85	\$5,261	3,961	4,063	4,164
Butte/NoRTEC	64.60	60.86	64.54	65.47	79.88	77.18	79.21	81.24	\$5,241	3,946	4,047	4,148
Carson/Lomita/Torrance	67.68	63.76	67.63	68.59	76.04	73.47	75.40	77.33	\$4,944	3,722	3,817	3,913
Contra Costa	63.55	59.87	63.50	64.40	74.55	72.03	73.92	75.82	\$5,501	4,142	4,248	4,354
Foothill	66.62	62.76	66.56	67.51	76.08	73.50	75.44	77.37	\$4,918	3,702	3,797	3,892
Fresno	68.88	64.89	68.83	69.81	75.91	73.34	75.27	77.20	\$3,913	2,946	3,021	3,097
Golden Sierra	63.51	59.83	63.45	64.36	85.11	82.24	84.40	86.56	\$5,654	4,257	4,366	4,475
Humboldt	69.20	65.19	69.14	70.13	77.93	75.29	77.27	79.26	\$7,097	5,343	5,480	5,617
Imperial	67.83	63.90	67.77	68.74	78.93	76.26	78.27	80.28	\$4,038	3,040	3,118	3,196
Kern/Inyo/Mono	72.19	68.01	72.13	73.16	80.60	77.88	79.93	81.98	\$4,929	3,711	3,806	3,901
Kings	71.63	67.47	71.56	72.59	78.71	76.04	78.05	80.05	\$4,787	3,604	3,696	3,789
Long Beach	66.26	62.42	66.20	67.14	73.39	70.91	72.78	74.64	\$4,942	3,721	3,816	3,911
Los Angeles City	67.55	63.64	67.50	68.46	77.87	75.24	77.22	79.20	\$4,645	3,497	3,587	3,676
Los Angeles County	68.93	64.93	68.87	69.85	79.08	76.41	78.42	80.43	\$5,146	3,875	3,974	4,073
Madera	76.10	71.69	76.04	77.12	80.94	78.21	80.27	82.32	\$5,499	4,140	4,246	4,353
Marin	60.41	56.91	60.36	61.22	74.08	71.57	73.46	75.34	\$5,530	4,164	4,271	4,377
Mendocino	67.82	63.89	67.76	68.73	75.29	72.74	74.65	76.57	\$5,159	3,884	3,984	4,083
Merced	72.02	67.85	71.96	72.99	73.15	70.67	72.53	74.39	\$4,188	3,153	3,234	3,315
Mother Lode	63.61	59.93	63.56	64.47	79.31	76.62	78.64	80.66	\$4,300	3,238	3,321	3,404
Monterey	77.37	72.89	77.30	78.41	75.68	73.12	75.04	76.96	\$4,583	3,451	3,539	3,628
Napa	69.97	65.91	69.91	70.91	70.56	68.18	69.97	71.76	\$5,625	4,235	4,343	4,452
North Central Con.	69.87	65.82	69.81	70.81	81.05	78.31	80.37	82.43	\$4,979	3,748	3,845	3,941
NOVA	74.31	70.01	74.25	75.31	84.78	81.91	84.07	86.22	\$8,128	6,120	6,277	6,434
Oakland	70.88	66.77	70.82	71.83	75.40	72.85	74.77	76.69	\$4,680	3,523	3,614	3,704

Note: Proposed local area goals are calculated by dividing the local area estimate outcome by the State estimated outcome and multiplying the result by the State goal for each measure. Outcomes for Butte and NoRTEC have been combined.

PROPOSED LOCAL PERFORMANCE GOALS
ADULTS (continued)

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS GAIN			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Orange	71.28	67.15	71.22	72.24	79.49	76.80	78.82	80.84	\$5,663	4,263	4,373	4,482
Richmond	74.93	70.59	74.87	75.94	78.61	75.95	77.95	79.95	\$6,897	5,193	5,326	5,459
Riverside	70.64	66.55	70.58	71.59	76.88	74.28	76.24	78.19	\$5,379	4,050	4,153	4,257
Sacramento	67.55	63.64	67.49	68.46	79.05	76.38	78.39	80.40	\$4,685	3,528	3,618	3,709
Santa Ana	79.66	75.05	79.59	80.73	77.38	74.76	76.73	78.70	\$5,535	4,167	4,274	4,381
Santa Barbara	69.95	65.90	69.89	70.89	81.54	78.78	80.86	82.93	\$5,385	4,054	4,158	4,262
San Benito	71.91	67.74	71.85	72.88	78.51	75.85	77.85	79.85	\$5,657	4,259	4,369	4,478
San Bernardino City	69.23	65.22	69.17	70.16	81.70	78.93	81.01	83.09	\$4,515	3,399	3,486	3,573
San Bernardino County	66.87	63.00	66.81	67.77	76.59	74.00	75.95	77.90	\$4,519	3,402	3,489	3,576
South Bay	64.95	61.19	64.89	65.82	76.05	73.48	75.41	77.35	\$4,632	3,487	3,577	3,666
San Jose	73.06	68.82	73.00	74.04	78.58	75.92	77.92	79.92	\$5,788	4,358	4,469	4,581
Santa Cruz	73.94	69.65	73.87	74.93	82.48	79.69	81.79	83.88	\$5,857	4,410	4,523	4,636
San Diego	72.88	68.66	72.82	73.86	78.06	75.42	77.40	79.39	\$4,310	3,245	3,328	3,412
SELACO	67.50	63.59	67.44	68.40	81.02	78.28	80.34	82.40	\$5,846	4,401	4,514	4,627
San Francisco	69.04	65.04	68.98	69.97	80.53	77.81	79.86	81.90	\$5,269	3,967	4,069	4,171
Shasta	63.81	60.11	63.75	64.66	86.35	83.43	85.63	87.82	\$5,024	3,782	3,879	3,976
San Joaquin	71.49	67.35	71.43	72.45	79.41	76.73	78.75	80.77	\$5,674	4,272	4,382	4,491
San Luis Obispo	64.24	60.52	64.18	65.10	80.54	77.82	79.87	81.92	\$4,579	3,447	3,536	3,624
San Mateo	76.58	72.15	76.52	77.61	77.38	74.76	76.73	78.70	\$4,881	3,675	3,769	3,864
Solano	78.93	74.36	78.86	79.99	81.60	78.84	80.91	82.99	\$5,366	4,040	4,144	4,247
Sonoma	76.79	72.34	76.73	77.82	86.33	83.41	85.61	87.80	\$5,551	4,179	4,286	4,393
Stanislaus	75.75	71.36	75.68	76.77	80.00	77.29	79.33	81.36	\$5,888	4,433	4,546	4,660
Tulare	77.93	73.41	77.86	78.97	80.67	77.94	79.99	82.04	\$5,369	4,042	4,146	4,250
Verdugo	76.71	72.27	76.65	77.74	86.51	83.58	85.78	87.98	\$5,606	4,221	4,329	4,437
Ventura	65.37	61.59	65.32	66.25	80.83	78.10	80.15	82.21	\$4,557	3,431	3,519	3,607
Yolo	77.69	73.18	77.62	78.73	76.52	73.93	75.88	77.82	\$4,953	3,729	3,825	3,921
CALIFORNIA	70.06	66.00	70.00	71.00	78.66	76.00	78.00	80.00	\$5,180	3,900	4,000	4,100

median 69.95
maximum 79.66
minimum 60.41

79.05
86.51
70.56

5,241
8,128
3,913

PROPOSED LOCAL PERFORMANCE GOALS DISLOCATED WORKERS

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS REPLACEMENT RATE			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Alameda	80.10	80.24	81.29	82.33	88.41	86.46	88.49	89.51	95.40	89.08	90.08	92.08
Anaheim	72.20	72.33	73.27	74.21	88.39	86.43	88.47	89.48	82.75	77.27	78.14	79.88
Butte/NoRTEC	70.85	70.98	71.90	72.82	82.05	80.24	82.13	83.07	109.13	101.91	103.05	105.34
Carson/Lomita/Torrance	73.28	73.42	74.37	75.32	89.46	87.48	89.54	90.57	104.17	97.27	98.36	100.55
Contra Costa	77.37	77.51	78.52	79.52	86.33	84.42	86.41	87.40	81.76	76.34	77.20	78.92
Foothill	72.66	72.79	73.74	74.68	86.61	84.70	86.69	87.69	90.06	84.10	85.04	86.93
Fresno	72.17	72.30	73.24	74.18	85.47	83.59	85.55	86.54	99.60	93.01	94.05	96.14
Golden Sierra	74.84	74.98	75.95	76.93	83.59	81.75	83.67	84.63	79.79	74.51	75.35	77.02
Humboldt	68.13	68.25	69.14	70.02	86.52	84.61	86.60	87.59	94.54	88.28	89.28	91.26
Imperial	70.38	70.51	71.42	72.34	81.99	80.18	82.07	83.01	156.67	146.30	147.94	151.23
Kern/Inyo/Mono	80.79	80.94	81.99	83.04	87.36	85.43	87.44	88.44	99.56	92.97	94.02	96.10
Kings	75.45	75.59	76.57	77.55	85.79	83.89	85.87	86.86	109.91	102.63	103.78	106.09
Long Beach	74.72	74.85	75.83	76.80	81.04	79.25	81.11	82.05	98.31	91.80	92.83	94.89
Los Angeles City	76.99	77.13	78.13	79.13	88.68	86.72	88.76	89.78	98.95	92.40	93.44	95.52
Los Angeles County	76.82	76.96	77.96	78.96	86.02	84.12	86.10	87.09	97.39	90.94	91.96	94.01
Madera	73.30	73.43	74.38	75.34	82.26	80.44	82.34	83.28	84.60	79.00	79.89	81.66
Marin	75.18	75.32	76.29	77.27	79.70	77.94	79.78	80.69	102.72	95.92	97.00	99.15
Mendocino	79.98	80.13	81.17	82.21	89.61	87.63	89.69	90.73	97.02	90.60	91.62	93.65
Merced	83.20	83.35	84.43	85.52	80.78	78.99	80.85	81.78	127.93	119.46	120.80	123.49
Mother Lode	70.86	70.99	71.92	72.84	83.16	81.33	83.24	84.20	94.50	88.25	89.24	91.22
Monterey	76.21	76.34	77.34	78.33	88.80	86.84	88.88	89.90	98.59	92.06	93.09	95.16
Napa	75.74	75.88	76.87	77.85	82.74	80.91	82.81	83.76	98.06	91.57	92.59	94.65
North Central Con.	75.13	75.27	76.24	77.22	87.21	85.29	87.29	88.30	107.56	100.43	101.56	103.82
NOVA	78.32	78.46	79.48	80.50	90.36	88.36	90.44	91.48	104.45	97.54	98.64	100.83
Oakland	71.47	71.60	72.53	73.46	87.00	85.08	87.08	88.08	54.96	51.32	51.90	53.05
Orange	77.67	77.81	78.82	79.83	88.27	86.32	88.35	89.36	85.58	79.91	80.81	82.61
Richmond	78.39	78.53	79.55	80.57	87.90	85.96	87.98	88.99	98.45	91.93	92.97	95.03

Note: Proposed local area goals are calculated by dividing the local area estimate outcome by the State estimated outcome and multiplying the result by the State goal for each measure. Outcomes for Butte and NoRTEC have been combined.

PROPOSED LOCAL PERFORMANCE GOALS
DISLOCATED WORKERS (continued)

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS REPLACEMENT RATE			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Riverside	80.44	80.58	81.63	82.68	88.04	86.10	88.12	89.14	96.40	90.02	91.03	93.06
Sacramento	73.14	73.27	74.23	75.18	83.40	81.56	83.48	84.44	96.78	90.37	91.39	93.42
Santa Ana	71.41	71.54	72.47	73.40	89.49	87.52	89.57	90.60	99.56	92.97	94.01	96.10
Santa Barbara	73.59	73.72	74.68	75.64	88.59	86.64	88.68	89.69	106.60	99.54	100.66	102.90
San Benito	82.05	82.20	83.27	84.33	80.25	78.48	80.32	81.25	151.45	141.42	143.01	146.19
San Bernardino City	75.47	75.61	76.59	77.57	83.29	81.45	83.37	84.33	72.55	67.75	68.51	70.03
San Bernardino County	76.64	76.78	77.78	78.77	86.06	84.16	86.14	87.13	83.13	77.63	78.50	80.24
South Bay	73.36	73.49	74.45	75.40	85.60	83.71	85.68	86.67	99.01	92.46	93.50	95.58
San Jose	79.16	79.31	80.34	81.37	86.48	84.57	86.56	87.56	96.50	90.11	91.12	93.15
Santa Cruz	77.49	77.63	78.64	79.64	89.20	87.23	89.28	90.31	78.13	72.96	73.78	75.42
San Diego	76.16	76.30	77.29	78.28	87.45	85.52	87.53	88.54	95.44	89.12	90.12	92.12
SELACO	71.30	71.43	72.36	73.29	86.88	84.96	86.96	87.96	106.27	99.23	100.34	102.57
San Francisco	74.49	74.62	75.59	76.56	84.67	82.80	84.74	85.72	94.28	88.04	89.03	91.01
Shasta	77.97	78.12	79.13	80.15	85.25	83.37	85.33	86.31	83.89	78.34	79.22	80.98
San Joaquin	86.72	86.88	88.00	89.13	90.45	88.45	90.53	91.58	115.40	107.76	108.97	111.39
San Luis Obispo	80.25	80.39	81.44	82.48	90.94	88.93	91.02	92.07	75.62	70.61	71.40	72.99
San Mateo	75.51	75.65	76.63	77.61	87.32	85.40	87.40	88.41	104.62	97.69	98.79	100.99
Solano	78.26	78.40	79.42	80.43	87.10	85.18	87.18	88.18	82.31	76.86	77.73	79.45
Sonoma	83.30	83.46	84.54	85.62	87.08	85.15	87.16	88.16	80.10	74.80	75.64	77.32
Stanislaus	84.79	84.95	86.05	87.15	86.92	85.00	87.00	88.00	104.11	97.22	98.31	100.49
Tulare	82.24	82.39	83.46	84.53	90.12	88.13	90.20	91.24	90.56	84.57	85.52	87.42
Verdugo	79.93	80.07	81.11	82.15	91.22	89.21	91.31	92.36	96.56	90.17	91.18	93.21
Ventura	74.74	74.88	75.85	76.82	88.38	86.43	88.46	89.48	90.91	84.89	85.84	87.75
Yolo	77.80	77.94	78.96	79.97	84.72	82.85	84.79	85.77	98.32	91.81	92.84	94.90
CALIFORNIA	76.85	77.00	78.00	79.00	86.92	85.00	87.00	88.00	95.31	89.00	90.00	92.00

median 76.16
maximum 86.72
minimum 68.13

86.92
91.22
79.70

97.02
156.67
54.96

PROPOSED LOCAL PERFORMANCE GOALS OLDER YOUTH

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS GAIN			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Alameda	57.14	54.75	55.59	57.28	50.00	49.25	50.57	51.88	3,424	\$2,675	\$2,742	\$2,842
Anaheim	46.88	44.91	45.60	46.99	62.50	61.56	63.20	64.85	3,299	\$2,578	\$2,643	\$2,739
Butte/NoRTEC	66.26	63.49	64.46	66.42	62.84	61.90	63.55	65.20	3,055	\$2,387	\$2,447	\$2,536
Carson/Lomita/Torrance	86.76	83.13	84.41	86.97	79.17	77.98	80.06	82.14	5,008	\$3,913	\$4,011	\$4,157
Contra Costa	77.24	74.01	75.15	77.42	74.58	73.47	75.43	77.38	5,262	\$4,112	\$4,215	\$4,368
Foothill	78.13	74.85	76.01	78.31	67.19	66.18	67.95	69.71	2,198	\$1,717	\$1,760	\$1,824
Fresno	60.65	58.11	59.00	60.79	70.85	69.79	71.65	73.51	2,618	\$2,046	\$2,097	\$2,173
Golden Sierra	71.98	68.97	70.03	72.15	84.66	83.39	85.62	87.84	4,663	\$3,644	\$3,735	\$3,871
Humboldt	53.41	51.18	51.96	53.54	75.00	73.88	75.85	77.82	3,437	\$2,686	\$2,753	\$2,853
Imperial	36.11	34.60	35.13	36.20	90.63	89.27	91.65	94.03	2,878	\$2,249	\$2,305	\$2,389
Kern/Inyo/Mono	64.89	62.17	63.13	65.04	76.97	75.82	77.84	79.86	3,537	\$2,764	\$2,833	\$2,936
Kings	72.55	69.51	70.58	72.72	77.24	76.09	78.11	80.14	4,248	\$3,319	\$3,402	\$3,526
Long Beach	33.33	31.93	32.43	33.41	56.25	55.41	56.89	58.36	2,456	\$1,919	\$1,967	\$2,039
Los Angeles City	65.89	63.13	64.10	66.05	76.93	75.77	77.79	79.81	4,020	\$3,141	\$3,220	\$3,337
Los Angeles County	73.28	70.21	71.29	73.45	80.94	79.72	81.85	83.98	4,146	\$3,240	\$3,321	\$3,442
Madera	89.29	85.55	86.86	89.50	95.00	93.58	96.07	98.57	5,354	\$4,184	\$4,288	\$4,444
Marin	55.00	52.70	53.51	55.13	69.65	68.60	70.43	72.26	4,224	\$3,301	\$3,383	\$3,506
Mendocino	81.25	77.85	79.05	81.44	90.63	89.27	91.65	94.03	9,825	\$7,678	\$7,870	\$8,156
Merced	64.65	61.94	62.89	64.80	72.60	71.51	73.42	75.32	3,467	\$2,709	\$2,777	\$2,878
Mother Lode	55.55	53.22	54.04	55.68	79.55	78.36	80.45	82.54	5,127	\$4,006	\$4,106	\$4,256
Monterey	61.38	58.81	59.71	61.52	71.63	70.56	72.44	74.32	3,365	\$2,630	\$2,695	\$2,793
Napa	57.95	55.53	56.38	58.09	97.22	95.77	98.32	100.87	5,038	\$3,937	\$4,035	\$4,182
North Central Con.	60.36	57.83	58.72	60.50	70.39	69.33	71.18	73.03	3,615	\$2,825	\$2,895	\$3,001
NOVA	87.50	83.84	85.13	87.71	87.50	86.19	88.49	90.79	5,922	\$4,627	\$4,743	\$4,915
Oakland	66.22	63.45	64.42	66.37	72.92	71.82	73.74	75.66	3,114	\$2,433	\$2,494	\$2,585
Orange	71.39	68.40	69.46	71.56	75.39	74.26	76.24	78.22	4,424	\$3,457	\$3,544	\$3,672
Richmond	70.00	67.07	68.10	70.17	91.67	90.29	92.70	95.11	4,849	\$3,789	\$3,884	\$4,025

Note: Proposed local area goals are calculated by dividing the local area estimate outcome by the State estimated outcome and multiplying the result by the State goal for each measure. Outcomes for Butte and NoRTEC have been combined.

PROPOSED LOCAL PERFORMANCE GOALS
OLDER YOUTH (continued)

	ENTERED EMPLOYMENT RATE				SIX MONTH RETENTION RATE				EARNINGS GAIN			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Riverside	63.86	61.19	62.13	64.01	76.30	75.16	77.16	79.17	4,459	\$3,485	\$3,572	\$3,702
Sacramento	63.69	61.02	61.96	63.84	75.63	74.49	76.48	78.47	4,128	\$3,226	\$3,306	\$3,427
Santa Ana	87.10	83.46	84.74	87.31	96.59	95.14	97.68	100.22	5,505	\$4,302	\$4,409	\$4,570
Santa Barbara	80.42	77.05	78.24	80.61	81.78	80.56	82.71	84.85	5,019	\$3,922	\$4,020	\$4,166
San Benito	59.09	56.61	57.48	59.23	79.17	77.98	80.06	82.14	4,622	\$3,612	\$3,702	\$3,837
San Bernardino City	40.91	39.20	39.80	41.01	56.25	55.41	56.89	58.36	1,994	\$1,558	\$1,597	\$1,655
San Bernardino County	68.53	65.66	66.67	68.69	66.58	65.58	67.33	69.08	3,120	\$2,438	\$2,499	\$2,590
South Bay	58.03	55.60	56.46	58.17	87.50	86.19	88.49	90.78	6,001	\$4,689	\$4,806	\$4,981
San Jose	68.75	65.87	66.89	68.91	82.33	81.10	83.26	85.43	5,077	\$3,967	\$4,066	\$4,214
Santa Cruz	72.27	69.25	70.31	72.44	87.87	86.55	88.86	91.17	5,126	\$4,006	\$4,106	\$4,255
San Diego	71.24	68.26	69.31	71.41	68.65	67.62	69.43	71.23	3,323	\$2,597	\$2,662	\$2,758
SELACO	69.79	66.87	67.90	69.95	83.79	82.53	84.73	86.93	4,904	\$3,832	\$3,928	\$4,071
San Francisco	79.55	76.22	77.40	79.74	70.55	69.49	71.34	73.20	3,774	\$2,949	\$3,023	\$3,133
Shasta	67.22	64.41	65.40	67.38	71.43	70.36	72.23	74.11	4,462	\$3,487	\$3,574	\$3,704
San Joaquin	73.40	70.33	71.41	73.58	57.74	56.87	58.39	59.90	2,841	\$2,220	\$2,275	\$2,358
San Luis Obispo	37.50	35.93	36.48	37.59	56.25	55.41	56.89	58.36	3,066	\$2,396	\$2,456	\$2,545
San Mateo	26.78	25.66	26.06	26.85	75.00	73.88	75.85	77.82	1,352	\$1,057	\$1,083	\$1,122
Solano	69.55	66.64	67.66	69.71	70.94	69.88	71.74	73.60	4,298	\$3,358	\$3,442	\$3,567
Sonoma	77.50	74.25	75.40	77.68	89.28	87.95	90.29	92.64	5,465	\$4,271	\$4,378	\$4,537
Stanislaus	71.78	68.78	69.84	71.95	71.05	69.99	71.86	73.72	3,663	\$2,862	\$2,934	\$3,040
Tulare	65.45	62.71	63.67	65.60	81.61	80.39	82.53	84.67	4,097	\$3,202	\$3,282	\$3,401
Verdugo	82.28	78.84	80.05	82.48	78.23	77.06	79.11	81.17	3,873	\$3,027	\$3,102	\$3,215
Ventura	66.67	63.88	64.86	66.83	76.00	74.86	76.86	78.85	3,375	\$2,638	\$2,704	\$2,802
Yolo	71.94	68.93	69.99	72.11	80.35	79.15	81.26	83.37	3,039	\$2,375	\$2,434	\$2,523
CALIFORNIA TOTAL	67.84	65.00	66.00	68.00	76.14	75.00	77.00	79.00	4,095	\$3,200	\$3,280	\$3,400

median 67.22
maximum 89.29
minimum 26.78

76.00
97.22
50.00

4,097
9,825
1,352

PROPOSED LOCAL PERFORMANCE GOALS YOUNGER YOUTH

	SKILL ATTAINMENT RATE				DIPLOMA ATTAINMENT RATE				RETENTION RATE			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Alameda	70.31	66.43	67.24	68.05	3.95	45.00	50.00	55.00	62.50	53.51	55.65	57.79
Anaheim	81.22	76.74	77.68	78.61	30.00	45.00	50.00	55.00	74.00	63.35	65.89	68.42
Butte/NoRTEC	52.67	49.76	50.37	50.98	22.73	45.00	50.00	55.00	48.30	41.35	43.01	44.66
Carson/Lomita/Torrance	96.48	91.16	92.27	93.38	18.75	45.00	50.00	55.00	108.33	92.75	96.46	100.17
Contra Costa	81.07	76.60	77.53	78.47	0.00	45.00	50.00	55.00	52.03	44.55	46.33	48.11
Foothill	100.00	94.48	95.63	96.79	10.72	45.00	50.00	55.00	66.07	56.57	58.83	61.09
Fresno	85.42	80.71	81.69	82.68	6.81	45.00	50.00	55.00	43.70	37.41	38.91	40.41
Golden Sierra	74.95	70.81	71.67	72.54	47.89	45.00	50.00	55.00	67.47	57.77	60.08	62.39
Humboldt	77.43	73.16	74.05	74.94	16.67	45.00	50.00	55.00	61.27	52.46	54.56	56.66
Imperial	98.15	92.74	93.87	95.00	0.00	45.00	50.00	55.00	25.87	22.15	23.03	23.92
Kern/Inyo/Mono	86.01	81.27	82.26	83.25	42.13	45.00	50.00	55.00	122.92	105.24	109.45	113.66
Kings	34.70	32.79	33.19	33.59	21.43	45.00	50.00	55.00	65.00	55.65	57.88	60.10
Long Beach	83.33	78.73	79.69	80.65	4.00	45.00	50.00	55.00	52.93	45.32	47.13	48.94
Los Angeles City	91.83	86.76	87.82	88.88	6.65	45.00	50.00	55.00	55.76	47.74	49.65	51.56
Los Angeles County	92.09	87.01	88.07	89.13	3.13	45.00	50.00	55.00	51.42	44.02	45.78	47.54
Madera	94.30	89.10	90.19	91.27	0.00	45.00	50.00	55.00	48.74	41.73	43.40	45.07
Marin	97.92	92.51	93.64	94.77	56.25	45.00	50.00	55.00	59.47	50.91	52.95	54.99
Mendocino	83.33	78.73	79.69	80.65	8.82	45.00	50.00	55.00	43.25	37.03	38.51	40.00
Merced	92.40	87.30	88.37	89.43	51.31	45.00	50.00	55.00	53.75	46.02	47.86	49.70
Mother Lode	87.80	82.95	83.96	84.98	2.53	45.00	50.00	55.00	40.34	34.54	35.92	37.30
Monterey	93.28	88.13	89.21	90.28	2.21	45.00	50.00	55.00	88.54	75.81	78.84	81.87
Napa	82.50	77.95	78.90	79.85	0.00	45.00	50.00	55.00	75.00	64.21	66.78	69.35
North Central Con.	80.52	76.08	77.01	77.94	13.00	45.00	50.00	55.00	60.58	51.86	53.94	56.01
NOVA	100.00	94.48	95.63	96.79	60.00	45.00	50.00	55.00	75.00	64.21	66.78	69.35
Oakland	84.45	79.79	80.77	81.74	10.97	45.00	50.00	55.00	48.19	41.26	42.91	44.56
Orange	88.73	83.83	84.85	85.88	11.87	45.00	50.00	55.00	65.40	55.99	58.23	60.47
Richmond	75.00	70.86	71.72	72.59	16.67	45.00	50.00	55.00	48.53	41.55	43.21	44.87
Riverside	68.72	64.93	65.72	66.51	1.79	45.00	50.00	55.00	74.17	63.50	66.04	68.58

Note: Proposed local area goals are calculated by dividing the local area estimate outcome by the State estimated outcome and multiplying the result by the State goal for each measure. Outcomes for Butte and NoRTEC have been combined.

PROPOSED LOCAL PERFORMANCE GOALS
YOUNGER YOUTH (continued)

	SKILL ATTAINMENT RATE				DIPLOMA ATTAINMENT RATE				RETENTION RATE			
	Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals			Estimated WIA Outcome	Proposed Local Area Goals		
	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3	10/1/97-9/30/98	Year 1	Year 2	Year 3
Sacramento	85.56	80.83	81.82	82.81	2.64	45.00	50.00	55.00	62.90	53.85	56.00	58.16
Santa Ana	91.18	86.14	87.19	88.25	0.00	45.00	50.00	55.00	62.70	53.68	55.83	57.98
Santa Barbara	77.64	73.35	74.25	75.14	37.50	45.00	50.00	55.00	52.24	44.72	46.51	48.30
San Benito	25.00	23.62	23.91	24.20	2.03	45.00	50.00	55.00	25.00	21.40	22.26	23.12
San Bernardino City	31.25	29.53	29.89	30.25	2.82	45.00	50.00	55.00	22.50	19.26	20.03	20.80
San Bernardino County	87.82	82.97	83.99	85.00	0.00	45.00	50.00	55.00	42.93	36.76	38.23	39.70
South Bay	92.45	87.34	88.41	89.47	33.23	45.00	50.00	55.00	48.29	41.34	43.00	44.65
San Jose	74.95	70.81	71.68	72.54	5.63	45.00	50.00	55.00	62.70	53.68	55.83	57.98
Santa Cruz	72.71	68.70	69.53	70.37	31.25	45.00	50.00	55.00	72.87	62.39	64.88	67.38
San Diego	89.48	84.54	85.57	86.60	0.00	45.00	50.00	55.00	78.12	66.89	69.56	72.24
SELACO	88.86	83.96	84.98	86.01	44.77	45.00	50.00	55.00	54.45	46.62	48.49	50.35
San Francisco	49.11	46.40	46.96	47.53	1.29	45.00	50.00	55.00	60.74	52.00	54.08	56.16
Shasta	93.08	87.94	89.01	90.08	22.34	45.00	50.00	55.00	59.96	51.34	53.39	55.45
San Joaquin	91.74	86.68	87.73	88.79	8.72	45.00	50.00	55.00	53.79	46.05	47.89	49.73
San Luis Obispo	81.44	76.95	77.88	78.82	38.44	45.00	50.00	55.00	69.55	59.54	61.92	64.31
San Mateo	65.13	61.54	62.29	63.04	0.00	45.00	50.00	55.00	47.28	40.48	42.10	43.72
Solano	91.67	86.61	87.66	88.72	7.19	45.00	50.00	55.00	69.55	59.55	61.93	64.31
Sonoma	73.02	68.99	69.83	70.67	9.18	45.00	50.00	55.00	70.09	60.01	62.41	64.81
Stanislaus	84.56	79.90	80.87	81.84	3.94	45.00	50.00	55.00	53.01	45.38	47.20	49.01
Tulare	85.36	80.64	81.63	82.61	12.01	45.00	50.00	55.00	60.32	51.64	53.71	55.77
Verdugo	80.79	76.33	77.26	78.19	4.33	45.00	50.00	55.00	64.30	55.05	57.25	59.45
Ventura	96.83	91.48	92.60	93.71	0.00	45.00	50.00	55.00	50.46	43.20	44.93	46.66
Yolo	88.61	83.72	84.74	85.76	0.00	45.00	50.00	55.00	41.42	35.46	36.88	38.30
CALIFORNIA TOTAL	86.79	83.00	83.00	84.00	12.24	45.00	50.00	55.00	58.40	50.00	52.00	54.00

median **85.36**
maximum **100.00**
minimum **25.00**

7.19
60.00
0.00

59.96
122.92
22.50